Local Government SERVICE

NOVEMBER 1938 No. 11 Vol. XVIII

CONTENTS

	PAGE
LOCAL GOVERNMENT CAN WORK A.R.P.	339
HOW OFFICERS MET THE CRISIS	340
CABINET MINISTERS' TRIBUTES	341
BRANCH MAGAZINE PAGE—IT'S FUN TO STENCIL A BRANCH MAG.—by L. Copplestone	345
READERS' FORUM	348
CALLING ALL WOMEN	351
AT RANDOM	352
HEADQUARTERS	354
SALARIES AND SERVICE CONDITIONS	354
A T.U.C. PROTEST THAT MISSFIRED	355
NEPOTISM AND CORRUPTION—Reply to Sir Waldron Smithers	356
WHAT DISTRICT COMMITTEES ARE DOING	357
FILMS AND BOOKS	358
NATIONAL EXECUTIVE COUNCIL	360
THE SCOTTISH COUNCIL	364
WHEN CANDIDATES CAN CLAIM EXPENSES	366
BRIDGE AND GARDENING	368

NOTES AND COMMENTS

The Crisis—and After

WE make no apology for devoting a large section of our limited space this month to that unforgettable last week of September. For it is clear that the experience then gained, the successes and failures, the triumphs and the near-disasters, will be of lasting importance to local authorities and their officers.

It may well be, indeed, that the crisis will mark the beginning of a revolution in local government administration and its relations with the public. A.R.P. has imposed on local authorities a task without precedent, a task which the traditional machinery of democratic administration will find difficulty in adequately meeting. As the latest P E P broadsheet points out, bombs are no respecters of borough boundaries; they will not wait while the matter is referred to the appropriate office, and they are capable of drastically upsetting matters which are still *sub judice* pending the next meeting of some committee. The British system of government, with its emphasis on the liberties and privileges of the individual and its elaborate safeguards against bureaucracy, was never designed for the waging of totalitarian warfare involving whole populations.

It Can Be Done

BUT to point to the fundamental difficulties of organising the defence of a nation from some thousands of county, town, and village halls is not to imply that the job cannot be done. We believe that it can—and that it must, if democracy is to survive. The day when the protection of the people is taken out of the hands of those authorities which minister to their every other need, from birth to death, will mark the beginning of the end of popular local government. And there are powerful voices to-day urging such a course.

To reply to those voices, to meet their criticisms, and to prove that a democracy is as well able as a dictatorship to meet the demands of the modern world, will call for all the hard thinking, planning, and organisation of which the local government service is capable. It will probably involve drastic changes in its methods and machinery.

A Great Opportunity

WITH these tremendous problems A.R.P. has presented a tremendous opportunity. It has brought local government into the public eye as nothing else has done in its long history. In the past few weeks observes the P E P broadsheet, "many men and women, and even children, must for the first time have found their way to their Town Hall. Many other men have for the first time actually assisted the local authorities in their work as A.R.P. officials . . . the responsibility of local full-time officials such as medical officers of health and sanitary inspectors under war conditions will be immense, and on their action will depend the health and safety of their areas. In fact, the executive functions of local authorities will increase, and they will have to utilise the assistance of the ordinary citizen in a great many duties and for a great many functions."

In other words, the "ordinary citizen" is now working side by side with the local government officer on the most vital task any man can face—the protection of his home and family. That common effort is likely to increase mutual respect and confidence. Whether it will do more, and give the ordinary citizen a new realisation of the importance of the local government machine, a keener appreciation of its powers to contribute, in peace as in war, to the common good, and a determination to assist it with energy and enthusiasm, will depend largely upon the local government officer himself. More than ever before the future of local government is in the hands of those who administer it.

The Price of Brains

WITH the Service facing such problems as these it is disturbing to note the frequency with which highly qualified young officers are leaving it for more lucrative positions in outside professions. For years N.A.L.G.O. has striven, with remarkable success, to improve the quality and qualifications of local government personnel. But those who laid down and developed that policy never contemplated that local authorities would permit others to skim the cream thus provided for them.

If the authorities fail to retain the best brains on their staffs the fault will be theirs alone. In a competitive world brains, like everything else, go to the highest bidder, and, as our correspondence columns indicate, local government service, save in one or two special branches, still offers little inducement to the gifted student. Many officers to-day are devoting the bulk of their leisure to obtaining qualifications, which, in other professions, would assure them of material rewards in finance and status, only to find their midnight oil practically unrecognised.

We believe that the public, and their elected representatives, recognise the need for the best possible officials to administer the public services. They must be brought to realise that such officials deserve a fair price for their skill.

Cultivate the Press

A PARAGRAPH in the current number of the "Journalist," organ of the National Union of Journalists, provides striking confirmation of the value of a policy long urged by N.A.L.G.O.'s public relations organisation. It records a presentation made by Macclesfield Pressmen to Mr. Richard Clegg, the Town Clerk, on his departure to become Town Clerk of Chesterfield, and in recognition of his services not only to the town but also to the Press.

"Always approachable," we read, "Mr. Clegg never failed to take the Press into his confidence, and when giving weekly bulletins of Corporation business he always kept the Press in touch with impending developments, indicating when the time would be ripe for publication. Such confidences were never once betrayed."

Replying to the presentation, Mr. Clegg declared that he appreciated the co-operation of the Press, who had never let him down. He regarded the Pressmen as friends, not merely as gentlemen who paid a weekly visit in search of news.

This is an example of public relations all too rare, we fear, in our municipal offices. When local authorities and their officers adopt a friendlier attitude to newspaper men they will find that friendship reciprocated and will have little cause to complain of unfair criticism—much of which is based on ignorance.

Our Ageing Population

IN view of our recent article and correspondence on the falling birth-rate, the latest Fabian tract, "Our Ageing Population," by Ald. A. Emil Davies, is of interest.

The first effect of a drop in the birth-rate, he points out, is a sharp rise in the average age of the population. This is already being felt, and in the next few years we are likely to see, among its results, a further expansion of the pursuit of better health, through fitness schemes, holidays with pay and extended medical treatment, possibly ending in a State Medical Service; a call for more houses, at least until 1950 (for, although families are getting smaller, the number of marriages should increase until then), coupled with a rising demand for single-room tenements and hostels for the aged; and a big increase in the cost of pensions and public assistance.

"As the financial effects of a reduction in the number of workers and an increase in the number of rentiers and pensioners becomes perceptible," he adds, "the conflict between conservative and progressive elements in the State is likely to become acute. The smaller number of children and the larger number of old people will increase the demand for further extension of social service, but the increased burden of indebtedness and the smaller number of workers will conduce to more support being given to economy campaigns."

From all of which it appears clear that local government officers are not going to have an easy time. Much thinking and planning will be necessary to meet the problems which will be presented to them.

Bolton's Centenary

THE crisis, unhappily, overshadowed Bolton's Centenary celebrations, even to the extent of abruptly terminating its municipal exhibition and ousting evidence of civic progress in favour of those more urgent witnesses to world barbarism, gas-masks. The same compulsion has forced us to hold over until next month an account we had planned of the celebrations.

In the meantime we must congratulate the Bolton branch on having made local history by presenting to the Corporation its first piece of plate—an inscribed silver tray which is to find a permanent home on the sideboard in the Mayor's Parlour. The gift was made in recognition of the good feeling existing between the Council and its officers, and the desire of the branch to provide permanent evidence of its interest in the town and its civic centenary.

Kettering Branch's Gift

KETTERING has also been celebrating a milestone in its civic history—the presentation of its Charter on Sept. 29—and the Kettering branch has been swift to recognise the occasion. Discovering that the borough's handsome new mace had no suitable resting place, it presented the Corporation with a supporter of ebonised mahogany and silver, happily symbolising the support and loyalty of the officers.

His many friends in N.A.L.G.O. will warmly congratulate the Charter Town Clerk, Mr. John Chaston, for many years a member of the N.E.C., and a leader of the Association's education policy. Those services have been recognised by the East Midland District Committee, which presented Mr. Chaston with wig and gown.

We regret that owing to pressure on space entailed by publication of the Crisis story, we have had to hold over the second of Mr. D. B. Tweedy's articles on the City Manager System. It will appear next month.

LOCAL GOVERNMENT CAN WORK A.R.P.

THE ten days that shook the world at the end of September bore heavily upon the nerve and energies of local government officers. All were charged with special duties, and many with tremendous responsibilities; and it is no depreciation of the unique burden borne by the Prime Minister to say that he was not the only man whose responsibilities at this time made him lose weight.

In the comparative calm now ensuing, we take the first opportunity of testifying to the loyal response made by local authorities and their officers; and of recording some impressions of the measure and manner in which they implemented, or were ready to implement, the A.R.P. services contemplated by the Government.

It is manifest, if only from the statements made by local authorities themselves as to shortage of personnel, that no local authority was ready on every side. If we proceed to refer to facts which show that no local authority *could* have been completely ready, whatever its efforts, it is certainly in no desire to find a scapegoat in any other quarter. It must, however, be our duty to repudiate criticisms of local authorities and their officers in matters outside their responsibility or control; and, more important, to repudiate any suggestion that the machinery of local government is unsuited to the executive aspects of the Government's plans for this branch of defence.

Little need be said in this connection on the shortage of personnel, since there is a common recognition that this factor was largely outside local authority control. Many authorities made appeals soon after the first Home Office Circular of July, 1935. All made or renewed such appeals subsequently. The suggestions now being made for a National Service plan are themselves a recognition of the formidable difficulties the local authorities encountered in manning their services. The training of personnel secured was delayed through the bottle-neck at the National Gas Schools, and the absence until quite recently of any decentralised schools where officers could themselves be trained in order to pass on instruction to volunteers and council employees in their locality. Vehicles were in some respects on a footing with personnel; not until the crisis did local authorities know what types would be available for their use, or the means by which they should ascertain which had been left free by the military.

The cardinal fact remains that when the crisis came the local authorities' schemes and organisation, as well as their voluntary personnel, were incomplete. Could they have been otherwise?

The Act defining the local authorities' responsibilities and broad financial liabilities came into effect only at the beginning of this year. The main obstacle to progress before then had been the financial issue which arose between the authorities and the Government. Who will say, viewing the range and magnitude of the plans which have developed, and visualising the bill which awaits payment for those measures (only a fraction of the total envisaged) ordered during the crisis, that the local authorities were wrong in asking and waiting, as they unanimously did, for a proper financial basis to these colossal preparations?

Once the Act was passed the majority of authorities set to work in earnest. The issue of the Home Office Memoranda embodying their broad instructions was not, however, completed until the summer. For the financial regulations under the Act (which would obviously have to set the course for the authorities in many matters of executive character, including difficult questions of staffing) they waited until July 29. They were given to understand, moreover, that their aim was to be "a complete scheme of air-raid precautions by the end of the year."

"By the end of the year," the authorities would have been, and we believe can be, completely ready—with schemes and organisation, that is, for problems of personnel remain still in other hands than theirs.

Many could have operated a full range of services by October 1, though doubtless with some temporary improvisation, and with serious shortage of men and material. In the period of crisis there was not only much brilliant improvisation by officers left largely to act on their own responsibility. There was also ample evidence that their plans had gone far on all sides, even if schemes could not be put formally before Councils or the Home Office. Despite lack of trained personnel, the steps ordered by the Home Office were accomplished with remarkable celerity. The queues for gas-mask fitting in some towns were evidence of lack of personnel for a preliminary census for size and number; but in other towns the census had been completed, and the populace were supplied with masks in their own homes, to their particular sizes, within 36 hours of delivery—12 or more of these spent on the laborious task of assembly.

Throughout the period of preparation, few if any of the officers charged with the enormous tasks involved—fire protection, the provision of first aid and medical supplies, decontamination, rescue and clearance work, distribution of masks, provision of shelters and trenches, maintenance and assurance of alternative supplies of gas, water, and electricity—were relieved in any degree of their normal duties. They had still to keep existing services going; still to respond to the pressure of public and Parliament in new or growing social measures. No state of emergency had been declared; the officer could neglect his statutory duties to turn to A.R.P. planning only at his peril.

Local government officers believe that existing plans call for review and adjustment, and that, with full consultation with them, these plans can be improved. But they believe also that the local government machine is fully capable, under adequate national planning, of discharging the local planning and execution of all A.R.P. services at present allotted to it; and that the adoption of any other means would give the public worse results and involve it in the enormous and unnecessary expense of duplicated mechanism. Finally, they regard it as essential that each local government unit should have responsibility within its area to ensure for it the complete confidence and support of the public in its charge.

Between the acting of a dreadful thing
And the first motion, all the interim is
Like a phantasma, or a hideous dream ;
The genius, and the mortal instruments,
Are then in council ; and the state of man,
Like to a little kingdom, suffers then
The nature of an insurrection.

Julius Caesar.

LOCAL government officers, whatever their normal jobs, are unlikely soon to forget the last week of September, 1938. For the first time in those hectic days and nights many of them realised the full significance of the revolution brought about by the invention of the aeroplane. For the first time they appreciated—in so far as it was possible to appreciate anything during that unceasing turmoil—the meaning of the oft-repeated warning that in modern war the front line is at home.

With a suddenness that, in retrospect, seems incredible, A.R.P., the Cinderella of the Service, despised, neglected, ridiculed, became the be-all and end-all of existence. All normal work was shelved, plans were pigeon-holed, as we turned, with aching fingers and sleepless eyes, to the fantastic tasks of assembling and distributing gas-masks, digging trenches through parks and playing fields, equipping casualty and decontaminating stations, listing cellars and mortuaries, and preparing for the evacuation of women and children or the billeting of refugees.

Whatever criticisms may now be levelled at local authorities and the Government for the shortcomings of the nation's preparation for war, whatever stories we may hear and tell of delays, muddle, and mismanagement, there can be no doubting the quality or the devotion of the work put in by local government officers and the thousands of volunteers who came to their aid. Schemes may have been improvised—but they were brilliantly improvised ; preparations may have been delayed—but when emergency came the delays were overcome with unexampled speed and efficiency.

It is not our purpose here to discuss faults in the schemes, to expose gaps, to suggest improvements. The time for that will come later, when all the facts are available. Now, while memories are still fresh, we want to tell something of the human story of that week of crisis ; to capture, before they are lost, some snapshots of that great tide of willing energy that swept through our municipal offices.

Inevitably, for most of us, the word " gas-masks " sums up the major activity of the week. Gas-masks by the thousand, gas-masks by the ton. Nearly forty millions of them—32,000 tons of metal and rubber—passed through the hands of local government officers and their volunteer collaborators during those strenuous hours.

The speed with which that work was completed is worth recalling next time municipal administration is accused of lethargy. Take this time-table from Great Yarmouth as a random example :

SUNDAY, SEPTEMBER 25.
9.30 a.m. 51,500 respirators arrived at the station from Cambridge.
9.45 a.m. A.R.P. officer informed.
10.0 a.m. A.R.P. officer arrived at station, found that the railway company could not deliver on a Sunday, and called out his wardens.
11.0 a.m. Work of unloading the respirators—35 tons of them—by hand, transporting them to the Barracks Hospital, and carrying them to the first floor, begun.
4.0 p.m. Respirators ready for assembly.

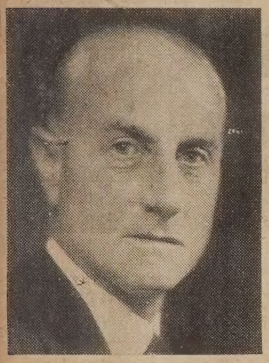
MONDAY, SEPTEMBER 26.
11.30 a.m. Order received from Home Office to assemble and distribute respirators.
2.0 p.m. Assembly begun by girl factory-workers.
3.0 p.m. Public told by loud-speaker vans to go to nearest depot for fitting and issue.
4.0 p.m. First batch of assembled respirators sent to the nine depots, where fitting and issue was continued until 2 a.m. on Tuesday. By this time—13½ hours after receipt of the Home Office order—10,000 masks had been issued.

The assembly of the respirators, which had continued throughout the night, was completed at noon on Tuesday—20 hours after it had begun. By midnight on Wednesday 90 per cent of the population had been supplied—schoolchildren in the schools and the sick and infirm in their homes.

Blackpool was another town to set a notable example of hustle. When its 114,000 respirators arrived at 5 a.m. on Tuesday, September 27, the Town Clerk and his officials were at the station waiting for them. They were taken to four depots, staffed by 250 volunteers—result of an overnight appeal for 100—and by noon 50,000 had been assembled. The rest were finished the same evening and all were distributed next day, many police officers coming straight from their normal duty to join in the work.

MINISTERS' TRIBUTES TO THE SERVICE

We have received the following messages for this Crisis number of LOCAL GOVERNMENT SERVICE from Sir Samuel Hoare, Home Secretary, and Mr. Walter Elliot, Minister of Health.



IT is with great pleasure that I send for publication in the next number of LOCAL GOVERNMENT SERVICE *a message of appreciation of local government officials.*

As I have already said publicly on more than one occasion, the Air Raid Precautions Act puts an exceptionally heavy strain on the machinery of local government, for it calls for the simultaneous attention of all departments of a local authority. The experience of the last few weeks has demonstrated, if demonstration were needed, that local government officers can be relied upon, in an emergency, to rise to their responsibilities, and I greatly appreciate the good work that has been done up and down the country.

The task of all of us who have responsibility in this important field must now be to make use of the lessons we have learned and to do all that lies in our power to improve the state of preparedness of the air raid precautions organisation.

Samuel Hoare

I AM most interested to learn that LOCAL GOVERNMENT SERVICE *is shortly to publish an account, based on first-hand information, of the experiences of local government authorities and their staffs in their recent emergency rehearsal of the many and varied duties falling to them in connection with Air Raid Precautions. Local government is an old British tradition in the true democratic line, and that it has once more proved its elasticity in action and its powers of coping with unwonted strains and stresses can be no surprise to the Minister of Health though it can and does call forth his unstinted admiration. The country has reason to be grateful to the local authorities and their officers and I hope their further efforts will continue to meet with that whole-hearted public support which they eminently deserve and which is indeed a necessary condition of their success.*

Walter Elliot

While this was in progress the staffs of the engineer's and surveyor's departments were working 16 and more hours a day supervising the digging of trenches for 13,000 people, the filling of 450,000 sandbags, and the preparation of basements as shelters. Auxiliary fire stations were equipped and manned by 160 trained volunteers; women were trained in the working of the complicated fire brigade telephone system; emergency precautions were completed at the electricity station; decontamination depots were fitted up; the hospitals arranged to double their accommodation for casualties.

Within 24 hours the town had completed plans for the billeting of 150,000 refugees from other towns, including 30,000 children.

London, as the most vulnerable city in the country—and the world—has naturally come in for the severest criticism from those who allege lack of adequate preparation. But whatever faults of omission or commission may be disclosed, there can be no doubt of the devoted work of the officials, both of the L.C.C. and of the Metropolitan Borough Councils.

The L.C.C.'s biggest task was the evacuation of all the children in its schools—half a million of them, accompanied by 20,000 teachers.

Plans for evacuation had been prepared by the education department and presented to the Home Office on June 2, but it was not until September 22 that the Home Office asked the Council to prepare a scheme on the lines suggested in those plans. Even the formal language of the report of the General Purposes Committee cannot altogether conceal the bustle and drama of that great work.

"The Education Officer's department, working day and night, prepared the detailed scheme setting out the plans of evacuation and sent it within the time limit to every head teacher in London and later to the nine extra-metropolitan boroughs of Barking, East Ham, Hornsey, Ilford, Leyton, Tottenham, Walthamstow, West Ham and Willesden. Parents' meetings were called by every head teacher, and some 80 per cent of all parents agreed to entrust their children to the school organisation.

"By Thursday, September 29, within three days of complete assent being received to the plan originally pressed on the Home Office, nearly 3,000 school departments in an area covering nearly 200 square miles had been notified of the station to which they must proceed; a time-table for the arrival of schools by rota at each station had been worked out by the head teachers; bus transport had been detailed to pick up all infants more than a mile from a station and juniors more than a mile and a half; inspectors had been posted to all stations where a change of train would have been involved, office staff to every entraining station, and care committee organisers sent out to every rail head; meetings had been held in every school and 20,000 teachers and 500,000 children were ready to move on the receipt of a code telegram which would have been delivered direct to schools by the school attendance staff.

"The evacuation of some 2,100 physically defective children (including heart cases) was effected on Wednesday, September 28, and of some 1,200 nursery school children and about 1,000 blind,

deaf, and residential mentally defective children on Thursday, the 29th, by ambulance and other motor transport."

This gives the official side of evacuation. Now read the human side, as seen by an East Ham member of N.A.L.G.O.

"The morning of Friday, September 23, is the same as any other morning. But the afternoon brings a rather unusual instruction: 'You must not leave at five to-night!' Soon the details begin to filter through—'Short-range evacuation of school population.'

"We rush out a circular to head teachers—'Conference at 4 p.m. urgent and confidential.' Identification labels are wanted for every child. Some quick work on the telephone assures us of 10,000 for a start. We leave at about 8 p.m.

"Saturday morning is one long rush. Forms of consent are duplicated by the thousand, labels are bundled up, circulars drafted. For many the work continues until late afternoon.

"Monday is a day of unrelenting pressure, coping with the host of problems set up by this colossal movement of children. And at midday comes the summons 'Branch meeting for all members over 30—A.R.P.—5 p.m.' The President's words are grave and compelling and the A.R.P. officer at his side is dramatic in his brevity: 'We must have help—to-night—gas masks assembly.' Everyone volunteers for A.R.P. duty.

"Few go home that night before their last train is due. Everywhere, in corridors, halls, and offices, the work of assembly goes on. More volunteers pour in from outside, and citizens, councillors, and staff work side by side.

"Tuesday and Wednesday bring a constant stream of queries to be settled and details to be planned. Anxious parents besiege the office and are advised and comforted; head teachers are interviewed; the telephone rings incessantly. And all our spare moments till late at night are spent at those long trestle-tables assembling gas masks. A colleague comes in for a moment during the morning, white-faced and weary. He had slept for two hours on the floor of a church hall where he had been organising a fitting station.

"The evacuation plan is completed. We receive identification armlets and instructions to be carried out when the signal for evacuation comes: 'Proceed at once, wherever you are, to —— Railway Station and do all you can to help in the speedy evacuation of the children. Remain till job completed then return to office to report.' After that, some of us will be wanted in the office to establish communication with the evacuated parties and to carry on the service under any conditions: the rest will be put on to A.R.P. work, or be mobilised in some national service.

"By Thursday all is ready. Statistics have been worked out and tabulated, the transport authorities and others concerned have been advised, and a flood of rumours quelled. We tackle the arrears of our ordinary work, knowing that they mean many more late hours."

News of the Munich Agreement came just a few hours before the evacuation—which would have been completed in a day—was to have begun. But some thousands of children, babies, crippled and infirm, and blind, had been evacuated earlier in the week.

Three hundred from nursery schools at Deptford and Balham were taken by ambulance to East Grinstead. Their reception there would, we are certain, have been typical of that assured for the other London children had they been compelled to leave.

As soon as they arrived the children were taken to two halls prepared for them, given a good meal, and loaded with toys by the townswomen, who came forward, uninvited, with offers of shelter and help. Within an hour or so 140 had been billeted in private houses and the remainder, who were too tired to be moved, slept on mattresses on the floor.

Next day private homes accommodated them all. "Had there been another 100 children," observed the officer in charge, "there would still have been some disappointed potential foster-parents."

During their five days' stay the children had the holiday of their lives, with picnics, motor-car rides, and excursions. The only tears came when they returned home—laden with gifts of toys, clothes, and sweets—and it was the foster-parents as well as the children who wept. East Grinstead will not readily forget its refugees—and especially that sympathetic child who, hearing its foster-father tell its foster-mother that he was

(Continued on page 344)

"TRY IT NOW, GUV'NOR"

TRIX
SOUND EQUIPMENT
IMPORTANT NOTICE
A £1 BONUS
IS PAYABLE
ON COMPLETION
OF TRAINING
TO RECRUITS IN
CLASSES B & C
JOIN THE AUXILIARY
FIRE SERVICE

(Continued from page 342)

going to the club, inquired sympathetically: "Blimey, mum, is the old man going on the beer?"

Space will not permit of a detailed account of other aspects of the L.C.C.'s emergency work—the organisation of auxiliary fire brigade, and casualty services, the protection of sewers and water supplies, provisions for dealing with damaged buildings, and so on—which kept hundreds of officers at work night and day. The terse report of the General Purposes Committee must suffice:

"In all departments of the service a considerable additional burden of urgent work has been willingly borne by the staff. Special reference should be made to the departments responsible for institutions (including residential schools), on whom many urgent tasks devolved. We desire to draw attention also to the splendid work carried out by the supplies department, which had to cope at great speed with requisitions for bedding, medical and surgical equipment, furniture, blinds, building materials, tools, stationery, clothing, food supplies, and many other items. Finally, we would refer to the task of co-ordinating the varied activities proceeding simultaneously throughout the service, which cast a heavy burden on the department of the clerk of the Council.

"Every demand for assistance and co-operation made by other authorities has been freely met . . . Among all ranks of officers and employees, from the chief officers downwards, difficult tasks were ably and readily undertaken."

Possibly even more intensive was the pressure on the staffs of the Metropolitan Boroughs, which were responsible for the immediate personal safety of their inhabitants. Westminster City Council, controlling the heart of the Empire, focal point of enemy air attack, may be taken as typical.

When the crisis began to become acute, in the second week of September, many members of the staff were on holiday. They were recalled, all departments were ordered to concentrate on A.R.P., and work continued nightly until 11 p.m. and midnight or even later, Sundays included. Utilising the services of voluntary workers and outside contractors, the Council was able to:

Assemble 115,000 gas masks and issue 79,800 between 9 a.m. and 10 p.m. on September 28;

Complete the digging of 3½ miles of trenches in five days;

Make a detailed survey of 627 basements as possible shelters;

Organise demolition and road repairing squads;

Establish 31 first-aid posts and four cleansing stations;

Prepare for the evacuation of large numbers of children under five; and

Provide for the safeguarding of tenants in the Council's Housing Estates—in two of which the Woman Property Manager and a Senior Assistant took up residence.

A grim sidelight on the plans was the provision of resting-places for the dead in the crypts of eleven churches.

Fine work was accomplished in the county boroughs. A random selection of reports will give some idea of its scope.

Leeds, for example, received its orders from the Home Office to set the A.R.P. organisation in motion at 9.30 on the morning of Monday, September 26. At once a meeting of all chief officers was called. By 11 a.m. the departments were at full pressure; by noon the digging of trenches had begun.

Five days later the city was ready. In that time twenty-one schools, baths, chapels, and similar buildings had been converted into first-aid posts, more than three miles of trenches, able to shelter 15,300 people, had been completed, 18 public shelters had been equipped and reinforced, 40 miles of kerb had been painted white, and a complete black-out system had been perfected. The Corporation had acquired one and a half million sandbags, 18,000 blankets, 5,000 buckets, 1,000 bins for contaminated clothing, 1,000 shovels for relief parties, 5,000 electric torches for wardens, 40,000 yards of window-darkening material for hospitals and public buildings, 1,000 hurricane lamps, 1,000 oil lamps, 160 stretchers, 3,000 overalls for casualties, and—two particularly grim items—5,000 bags for the valuables of casualties and 3,000 metal tallies for marking the dead.

Almost the entire Corporation staff worked night and day. Half a million gas masks were assembled and distributed, complete arrangements were made for evacuating hospital patients, and plans for evacuating school-children were well advanced.

In Wakefield a single depot assembled 10,000 respirators in three hours, and wardens issued them to the people in their homes. The laconic report of one is a model of cool efficiency:

"3.30 p.m., 550 gas masks delivered in bulk; 5.45, all assembled; 6.0 began distribution; 8.30 all residents supplied. Morale A1."

Here Basque refugee children were put to the task of assembling masks—a touching return for the security

offered them in a foreign land ; the Chief Constable arranged, with the aid of a local wireless relay service, to broadcast civic announcements to its subscribers and to the public through loud-speakers in the streets ; and the fire brigade made its own fire float—the only one in the country to do so—from a converted ship's lifeboat and a Home Office pump. The auxiliary fire brigade service was ready for action, with every post fully manned and equipped, by the Tuesday of crisis week—within 24 hours of receipt of the Home Office order.

CAN YOU DO BETTER?

In these pages we are recording something of what local government officers did during the crisis. But we all know how much more might have been done.

Believing that the men and women who are in closest contact with A.R.P. are best fitted to indicate how it might be improved, we offer a first prize of £2 2s. and a second prize of £1 1s. for the best constructive criticism of the existing plans or suggestions for new ones.

Entries may deal with the schemes in whole or in detail, but must not exceed 500 words. They must reach the Editor, "Local Government Service," 24, Abingdon Street, London, S.W.1, by first post on Thursday, November 17.

In South Shields the Corporation staffs worked until 4.30 a.m. on three days assembling respirators. Within 48 hours the engineer's dept. had completed a bomb-proof A.R.P. headquarters in the town hall basement, with telephone lines to all air raid posts and neighbouring exchanges.

At Loughborough, where respirators arrived at 12.15 a.m., 170 students from the Technical College worked all night and far into the morning, with Corporation officials, St. John Ambulance men, and police, unloading and assembling them. The Fire Brigade Superintendent perfected a patrol which would cover every part of the town once every 20 minutes.

Nor were the urban districts behind their bigger neighbours in keenness and resource. Many, indeed, had a flying start, with schemes completed when the crisis began, wardens enrolled and trained, respirators in store, and the population fitted. This was the position at Leatherhead when the "get going" order arrived at 11 a.m. on Monday, September 26. Within three hours work was actively in progress on the assembling of respirators, fitting of first-aid and auxiliary fire brigade posts, digging of trenches, and provision of a gas and splinter proof headquarters. Between 11 a.m. and 8 p.m. the accommodation of 5,000 houses for refugees from London was investigated by the Finance Department. The Surveyor's Department, in addition to digging trenches, began the conversion of three swimming baths into shelters. So well did the work proceed that by the Wednesday of "crisis week" the normal work of the council offices was resumed.

Scores of reports from other areas, county, urban and rural, tell of similar progress, achieved often with small staffs, further depleted by calls from the Territorial Army and the Naval Reserve. Unfortunately we have no space to mention more. But we cannot conclude this brief and random record of crisis week without quoting one of the many reflections of individual officers we have received—reflections which will find their echo among thousands of our readers. It is a pencilled diary, scribbled by a member of the health department at Radcliffe in the early hours of his third sleepless night, after nearly 70 hours of almost unbroken toil. Its disconnected phrases and clipped sentences tell more than pages of careful prose :

THURSDAY, 2 A.M.

"Crisis felt for days, gone smiles and cheers and usual 'Hello' across street. Days very dull, heavy, thus holding chemical smells ; the weather seems to fit in hour by hour with the crisis.

"Volunteers, men and women, fitted respirators, working all Tuesday, through night, and until 6.0 a.m., when distribution commenced. Some, unused to using their hands, had to give over for fingers bleeding, but continued when they had been bandaged.

"M.O.H. and local doctors had conference, worked on preparing clinics, baths with showers, first-aid posts. Extra men employed as joiners, making partitions, air locks. Notices exhibited asking for volunteer clerks, first-aid men, to join Health Department. We work in a daze, unbelievable.

Yesterday organised classes of A.R.P. workers ; sent orders for zinc baths, wood for partitions, boots, clothing, lighting equipment, spades, trenching implements, timber and metal supports ; prepared scheme for meat and food—shops inspections and advice on storage, etc. ; converted scavenging lorries into decontaminating units ; supervised sealing of schools and gave advice to children ; and sent advice to farmers on cattle and milk, piggeries, poultry, and sheep."

But the week was not all crisis and foreboding. It had its lighter side, as our cartoons show. Perhaps the best of the many stories sent us is that of the Chief Warden in a small town not far from London, who, at two o'clock one morning, awakened all his wardens with the dramatic telephone message : "The hour has come !"

We warmly thank the many correspondents who have provided the material for the above account of crisis week, and the many more for whose reports we could not find space. The latter may be assured that their work will not be wasted. All reports will be used to good purpose.

It seems to me this A.R.P.
Is not quite what it ought to be.

Branch Magazine Page **Edited by Norman H. Rogers**

CULTIVATE CHARACTER

MAGAZINES are like human beings, some fat and flabby, others thin and meagre, few possessing outstanding character. Some are merely collections of notices and executive minutes. Others are utterly local in their appeal; a number pride themselves upon their literary standard. Some frankly admit the models upon which they are based: "We are conscious that our Journal, by tradition, has achieved a certain dignity and a literary standard we have striven to maintain. We chose to ape the "Times" and "Manchester Guardian" rather than other more widely-read national newspapers," stated a recent Editorial. That is laudable.

Where the national Press is concerned, the reader exercises his individual taste. The choice is his own. There is, however, only one branch journal, and a member either reads it or leaves it. There is no alternative. If the local journal is to serve its true purpose, it must be designed to appeal to all. The editor is faced with the task of producing a magazine whose character is such that it will suit the literary palate of the majority. It should be like a successful branch secretary—one who "mixes" well, is respected, and whose sound guidance means the continued progress of N.A.L.G.O.

A magazine will always reflect something of the mental outlook of those who read and contribute to it. It has, too, an uncanny knack of being seen by people for whom it was not originally intended, and branches should therefore be concerned to see that it reflects credit upon them. There is a great responsibility upon those concerned in its production.

It is often difficult to gain a knowledge of the reception of the journal by readers where the issue is free. This problem may be overcome by establishing an informal panel of critics, composed of those who can give a reasoned judgment. Such a panel is most useful, for, even if constructive criticism is not always forthcoming, their remarks may generally be construed as approving or otherwise, and will indicate whether the most suitable character has been cultivated.

It is most important to remember that the style must be adapted to that of the readers, and not necessarily that of the editor.

It takes a good editor to be able to put himself in his readers' shoes.

IT'S FUN TO STENCIL A BRANCH MAG.

By Leonard Copplestone, Associate Editor of "The Guilder."

APPEAL to the eye is the strongest approach to the senses. To you, as a reader, which is the more attractive—an interesting, exciting, easy to read journal, or one solidly packed with writing and unrelieved by illustration?

It is because a stencilled staff magazine can be freely relieved with artistry that it scores a point over the printed issue. Besides, there is much more fun and satisfaction in doing the job yourselves. Therefore, if you do not already publish a magazine, get going now and stencil one. There must be a duplicator in your office, somewhere.

If you are already publishing such a magazine, do give it vitality by some artistic work. Rope in the two or three who have a flair for drawing and ask their assistance. Get them to print some decorative, pictorial or straightforward titles and headings, to illustrate your articles where appropriate, and to fill in the odd spaces here and there with a sketch or tailpiece. Feature a regular cartoon of a staff member, and don't be afraid to give over a whole page to a drawing of a local scene. If necessary, you can buy ready-drawn illustrated headings.

To help your artistic staff, buy them some proper equipment. These are the articles they will require:

A backing sheet and a couple of stylus pens—fine and medium—essential for drawing and printing;

Half a dozen tint plates and a burnisher for shading and patterning effects;

One or two wheel pens for decorative lining or delicate shading; and

A set of lettering stencils for tracing printed letters, if you can get it.

The Castle Arch, Guildford
A stencilled illustration from "The Guilder."

When you are well established it is possible to do two or more colour work, and even to reproduce photographs, with professional help.

An artistic, stencilled magazine can be as pleasurable to produce as it is to read. Try it!

Mr. Copplestone, Municipal Offices, Guildford, will answer correspondents who send a stamped, addressed envelope.

FROM THE OCTOBER NUMBERS

THE "Echo," Hammersmith Staff Journal, says "Know your Neighbour. . . . the N.A.L.G.O. Summer School in Berlin this year was a success not purely from an educational point of view, but also because of the fact that the Germans were assiduous in their desire to please their English visitors . . . Any opportunity of fostering goodwill among the men of other nations should be widely sought, and N.A.L.G.O. is not proving itself lacking in its sense of responsibility in this direction."

"At Your Service," Blackburn, contains one of the best pieces of literary miscellany this month, written by "Throstle," headed "Perky Paragraphs." Inspired by the recent crisis, Germany is his theme. He writes: "Modern shockers are put in the shade by these stories 'The Adventures of Baron Munikhouson.' It was the baron who, being without flints, fired his gun with sparks from his eyes caused by striking himself on the nose. He shot a cherry stone into a stag's head, whence grew a tall cherry tree between the antlers, bearing blossom and fruit. He was carried by his horse into a bog, but saved himself and his steed by pulling himself out with his own pigtail . . ."

CHANGE OF EDITORSHIP

Yorkshire (W. Riding)	COUNTY SERVICE JOURNAL	Editor, Frank Wilson, Staff Club, 6, Bond St., Wakefield.

NEW MAGAZINES:

Enfield	ENFIELD NALGO NOTES	R. Johnson and A. J. Peck, Public Offices, Enfield, Mddx.
Bognor Regis	BROUGHT FORWARD	A. C. Twort and Miss E. de M. Mason, Town Hall, Bognor Regis.

The Editors of the above magazines have agreed to allow all material in their publications to be reprinted in other magazines without fee or prior consent, provided acknowledgment of the source is made.

Here's ACCURACY for EVERYONE—
BENSON'S guarantee it; YOU can enjoy it!

Benson's solid 9-ct. gold 'Signal' Watch £7.10.0

Benson's guarantee the accuracy of this
SOLID GOLD 'SIGNAL' WATCH

5/- **WITH ORDER** can make you the owner of Benson's solid 9-ct. gold 'Signal' watch. Balance of the price of £7.10.0 payable in 14 monthly sums of 10/- and a final sum of 5/-. No extras charged for monthly payments. These are REDUCED TERMS. Fully-jewelled lever movement, covered by Benson's full written guarantee of ACCURACY. Strong solid gold case. Sent to you in velvet-lined case. A handsome watch and a wonderful timekeeper. **Post coupon for FREE Pocket Watch Catalogue and Special Order Form.**

Lady's solid 9-ct. gold wristlet watch, on moire silk band with gold fastening £4.4.0.

Benson's guarantee the accuracy of this
LADY'S SOLID GOLD WRIST WATCH

4/- **WITH ORDER** can make you the owner of this lady's solid 9-ct. gold wrist watch. The balance of the price of £4.4.0 payable in 8 monthly sums of 10/-. No extras for monthly payments. These are REDUCED TERMS. Fully-jewelled lever movement, covered by Benson's full written guarantee of ACCURACY. Dainty but strong solid gold case. A beautiful watch and a splendid timekeeper. Sent in velvet-lined case. **Post coupon for FREE Wrist Watch Catalogue and Special Order Form.**

Man's solid 9-ct. gold wrist watch, on crocodile, morocco or pigskin strap with gold buckle £5.10.0.

Benson's guarantee the accuracy of this
MAN'S SOLID GOLD WRIST WATCH

5/- **WITH ORDER** can make you the owner of this man's solid 9-ct. gold wristlet watch. Balance of the cash price of £5.10.0 payable in 10 monthly sums of 10/- and a final sum of 5/-. No extras charged for monthly payments. These are REDUCED TERMS. Fully-jewelled lever movement. Benson's full written guarantee of ACCURACY. Strong solid gold case. (Silver model £3.5.0, or 3/- down and 5/- monthly.) Sent to you in velvet-lined case. **Post coupon for FREE Wrist Watch Catalogue and Special Order Form.**

To J. W. BENSON, LTD., Dept. A, 62 & 64, LUDGATE HILL, London, E.C.4

Please send, post free, illustrated catalogue(s) I have ticked, and details of your 'Times' System of Monthly Payments.

Also send details of SPECIAL DISCOUNT to Local Govt. Officers

☐ A Pocket Watches, Chains,
☐ B Wrist Watches etc.
☐ C Rings ☐ D Jewellery, etc.
☐ E Plate, Cutlery, etc.
☐ F Clocks

} You may purchase any of these on easy monthly terms.

Name.....

Address.....

..... L.G.S. Nov.

Free illustrated catalogues from BENSON'S —Post Coupon!

READERS' FORUM

A.R.P. WEAKNESSES

Officers Not Responsible

The events of crisis week made apparent many weaknesses in the A.R.P. schemes of this country, and officers who came into direct contact with the public in administering those schemes should make it clear that the shortcomings were not their responsibility. Much propaganda is now being made for "National Service" as a result of the failures of the schemes and because of the lack of volunteers until the last moment. Yet an analysis of the defects would suggest other remedies less drastic and possibly more effective.

The defects—or criticisms—fall into two heads: that the actual methods of protection proposed were inadequate; and that the organisation for giving them effect was practically non-existent, having to be hastily thrown together at the last minute by the heroic efforts of local government officers.

Whatever may be the reason for the nature of the proposals adopted—limited evacuation, respirator distribution, "dispersal"—a mathematical fallacy—and trenches—there are many who hold that the complete protection afforded by tunnel shelters would justify the expenditure and overcome such difficulties as providing respirators for babies.

The equally serious problem of administration has arisen as the result of the short-sighted policy of the Home Office in placing difficulties in the way of sanctioning local proposals and of the reluctance of local authorities to be saddled with large expenditure. Both difficulties could be overcome by a more rational attitude on the part of the Government which could provide for bigger grants and allow for greater local control.

Adequate schemes, properly administered, would breed public confidence, which, coupled with some remuneration for volunteers, should produce an immediate response from the public.

The obstructive and delaying tactics of the Home Office, coupled with the sudden rush of events of the crisis week, might lay the Government open to the criticism of having exploited the unpreparedness of our defences for political ends. One can only hope that there is no foundation for any such criticism.

P. P. ROSENFELD,
Fulham. B.Sc., A.M.I.C.E.

VOLUNTARY A.R.P. WORK

Disguised and Unpaid Overtime?

The local government administrator has become hardened to stinginess on the part of Government departments; sometimes, alas, nearer home. In his private capacity he will no doubt have observed the policy of the Government to restrict expenditure on A.R.P. services while advertising them as widely as possible, and in his official capacity he will probably have been asked to give his services gratuitously.

It may be recalled that A.R.P. Memo No. 5 suggested a maximum instructor's fee of one guinea per lecture of about one hour. Admittedly this might be considered to be on the high side. The Secretary of State now refers to a fee of half this sum, but adds that it does not appear to him appropriate to introduce the principle of such payments for air raid precautions work, and he hopes that local

> This month's prize of half-a-guinea goes to P. P. Rosenfeld. Correspondents are asked to write briefly and to the point, and to state their names and addresses even if they desire their letters to appear over a pseudonym.

authorities will often be able to find enough persons from their own staff to do this sort of work in their normally free time without remuneration.

The jobbing gardener rightly expects to be paid his time even though he work outside normal hours, and there is no reason why the local government officer should be placed in any less favourable position.

BM/HPCA

POLITICAL "IMPARTIALITY"

No Abstract Standard

"Genuine Student" implies that Mr. Norman Wilson is content to ignore other forms of government than democracy, in particular German Fascism.

A better understanding of the facts involved would have made him realise that Mr. Wilson's opinions are the result, not of ignorance, but of knowledge, of the real nature of the German Reich. Whether these summer schools will lead to the "impartial judgments" and "knowledge and truth" of which "Genuine Student" writes is open to doubt. Facts are damnably partial, thereby causing pedants much irritation.

The writer of your leading article, on "The Cry for Local Economy" makes the same naive mistake as "Genuine Student." Writing of Sir John Marriott he says: "It is an outrage that one who is accounted an authority on the mechanism of the modern State should suggest without proof that democratic control has broken down in this country . . . . . ." This is unfair to Sir John Marriott. His acceptance of democratic methods has always been qualified. His writings show more than a vestige of admiration for aristocratic methods of government. His latest statement, therefore, is consistent with his past opinions. What is really disturbing is that any writer in LOCAL GOVERNMENT SERVICE should expect a former Conservative M.P. to have one social philosophy in Parliament and another and different one at home or in the University.

We cannot have a clear understanding of modern social problems until we realise that there is no abstract standard of "impartiality."

Glasgow. JOHN S. COVENTRY.

BRIGHTENING CONFERENCE

Restricting Amendment of Rules

Since the Blackpool Conference we have heard much about using future conferences for discussing the broader aspects of public administration, instead of spending most of the time on matters of "domestic" interest; branches have also received a letter from the General Secretary suggesting that we go to Torquay ". . . with the determination to drop the *small* things"; but nowhere have I observed any suggestion of an alternative method of discussing "domestic" matters.

My suggestion is that the National Executive Council should table a motion at the next Conference to the effect that the Rules shall not be alterable except at triennial—or quinquennial—Conferences, with the proviso that the N.E.C. alone shall have power, if it deems it desirable in the interests of the Association, to bring a motion for the amendment of a rule or rules before *any* Conference.

If necessary a special session could be allotted at each triennial—or quinquennial—Conference for the consideration of proposed amendments to rules.

Adoption of this suggestion would not prevent any branch or district committee feeling an amendment of a rule to be urgently needed from placing its views before the N.E.C. for consideration.

Have other readers any better suggestions?

H. LANGFORD.
Essex.

LONDON OPEN SPACES

An Appeal to Members

I wonder how many of your readers have heard of the Metropolitan Public Gardens Association, which was founded in 1882? Its chief aim has been to provide open spaces close to the homes and places of occupation of the people of the Metropolis who could not easily reach commons, heaths, and forests, except on holidays.

The association has been the means of transforming numerous drab and dreary disused burial grounds, churchyards, and squares into playgrounds for the young and gardens of rest for the old. When large areas come into the market for building, it uses every endeavour to preserve some part of them as an open space, or to secure an adequate area of open space in the immediate neighbourhood. In addition, the association provides trees and seats, encourages the formation of window gardens, and promotes or opposes legislation affecting the protection of open spaces and amenities.

The association's activities now embrace a radius of twenty-five miles from Charing Cross, roughly the London Traffic Area. It is of the utmost importance that our association should be vigilant if open spaces are to be provided before it is too late in areas where development is proceeding. We are always ready to welcome

friends who are willing to further the association's aims and objects, and we desire to widen our basis of support by enlisting as members those who are able to supply the association with up-to-date information with regard to land suitable and available for use as open spaces.

DAVIDSON.

Chairman of Executive Committee, Metropolitan Public Gardens Association, 20, Denison House, 296, Vauxhall Bridge Road, London, S.W.1.

OUR AGEING POPULATION

Life in the Old Dogs Yet

Does Mr. J. Sage seriously suggest that because the population is growing older it is necessarily becoming increasingly dependent on charity, or that age is a burden on the rates and a drag on the wheels of progress?

Never has old age been so buoyant and virile as it is to-day. Has Mr. Sage noticed the veteran golfers, cricketers, bowlers and cyclists, and the gay old ladies who have "perms" at seventy and autumn tints at seventy-five? Age no longer creeps into its neglected corner; it marches with flamboyant Youth. Further, it looks after itself in matters of finance; it takes up endowment schemes, invests wisely, turns its mind to a variety of profitable tasks.

Children, on the other hand, are necessarily dependent. Mr. Sage does not expect them to be self-supporting, nor do I. Until they reach the early twenties they must be provided for. And which section of our population is the more numerous—that between one and twenty or that between fifty and seventy?

OPTIMIST.

A PROMOTION PROBLEM

Plight of Public Health Juniors

I read with interest your September leader, "Problems of 'The Ladder.'"

I am pleased to note that steps are being taken by N.A.L.G.O. to enable juniors or subordinates to qualify for the professional status essential for chief officership or the higher ranks. I should like to impress upon members of the Council, when dealing with the resolution passed on this subject at Blackpool, the difficult position of the clerical member of the medical officer's staff.

As your leader admits, it is no consolation to him to know that his colleague in the town clerk's department has a chance of articles, when his own chief, however well disposed, is powerless to give him the chance of becoming a doctor and thus qualifying for chief officership. Several authorities have adopted a system by which vacancies are first advertised among the authority's own departments, and applications from those departments receive first consideration. This system could, I think, well be extended.

On entering the Service, at, say, 16, the junior in the medical officer's department has probably no knowledge of the opportunities, or lack of opportunities, awaiting him. In several cases such a post has to my knowledge become little more than a blind alley.

No matter how well qualified a clerk in the public health department might be, he stands little chance of gaining higher status than that of chief clerk, unless he decides to enter the profession of sanitary inspector. I shall be interested to see what efforts N.A.L.G.O. makes to provide opportunities for these and similar officers.

"H. E."

Smethwick.

THINK OF THE JUNIOR!

Higher Minimum Urged

The daily newspapers inform the public that N.A.L.G.O. is concerned at the effect of rising prices on persons receiving more than £250; it should be more concerned about the officers getting under £250.

While education schemes for junior entrants are a splendid ideal, a thought should be spared for the young married officer on a low salary. He cannot afford examination fees and tuition. He may borrow the money, but he cannot promise to repay. The Association should press for a decent minimum scale for all officers over 21.

Team spirit and 100 per cent membership can be obtained only by encouraging the junior and helping him to become an efficient and likeable senior of to-morrow. Do not, therefore, keep him at the office after 5 p.m., because you were kept in your day. Do not treat him as a convenience—he likes to be useful, not menial. Do not thrust your opinions on him—advice will be appreciated. Do not tell him he will have the "good things" one day. Try to secure them for him now.

HOPEFUL.

The Association is directing all its energies unremittingly towards getting good junior scales. It realises that it cannot build a successful scheme of salaries unless the basis is sound. "Hopeful" apparently does not remember that twelve months ago the Association agreed to co-operate with the Ministry of Labour to investigate the cost of living of persons receiving £250 or less. That co-operation is still being afforded, and a number of junior officers are supplying budgets for the Ministry at the instigation of the Association.

CAUSES OF WOMEN'S APATHY

Poor Pay and Prospects

I hope the articles "Calling All Women" will instill in female workers in our local authorities a divine discontent. But I do not think the idea of Saturday morning discussions would be practicable, especially in offices staffed entirely by women, at least one of whom would have to remain on duty. A better suggestion would be to have an evening set aside each month when one department would be "at home" to the staffs of other departments.

In my own Authority girls of varying educational qualifications and ages start at the same salary. Opportunities of promotion are equal in theory, but in practice, as there are no educational barriers to the higher grades, the girl with a few extra years service, gained by an early non-certificated start, claims precedence over her colleague who spent extra years at school working for educational certificates. I would suggest, to remedy this and to improve the status of the woman officer, that a uniformly high educational qualification be demanded from entrants and that there be educational barriers—based on competitive examination on Civil Service lines—to the higher posts.

Further, to equalise opportunities of advancement between the employees of large and small authorities, I would suggest that N.A.L.G.O. initiate either a transfer list for the use of girls willing to compete, in open examination or otherwise, for higher posts with other authorities, or a "situations vacant" column in LOCAL GOVERNMENT SERVICE.

In the meantime I suggest that you publish a monthly article dealing with courses of study—such as the Social Study Diploma—likely to be of particular interest to women. Articles might be on the lines of the Ministry of Labour's "Careers" series of pamphlets giving details of the duration, places and subjects of study, fees, and particulars of the assistance which N.A.L.G.O. affords through grants, loans, and library facilities.

Another point deserving attention, at any rate in Scotland, is the age at which a girl becomes self-supporting. In my own Authority a girl who progresses normally through the grades after taking the higher leaving certificate of the Scottish Education Department is 25 years old before she can claim to be independent, even in a modest way, of her parents or relatives. Only in her later years can she afford, out of her salary, the class fees necessary for her advancement. By that time she has been so long away from school that the desire for study has probably waned. In these circumstances is the apathy of women surprising?

"CAREERIST."

Motherwell.

Civil Service More Progressive

It is refreshing to know that Headquarters deplores the apathy and lack of interest in N.A.L.G.O. by many women officers. What, may I ask, has it done to combat it?

Few local authorities offer satisfactory posts for women. When vacancies occur competent women officers, fully conversant with the work, are overlooked in favour of their male competitors who, in many cases, have no knowledge of that particular post. Take my own case—in one of our specialised departments, increased work had created a vacancy. I applied but was informed that, although I had the necessary knowledge, it was impossible to promote me as no woman in all England had been known to hold such a post before. The Civil Service is much more progressive. For example, women are not restricted to typing, or to secretarial or ordinary clerkships, but are allowed to compete with men for such higher posts as tax officers and employment officers.

I would suggest that women should help themselves by studying public administration, and that N.A.L.G.O. should encourage them by urging local authorities to consider the employment of more women in progressive posts. N.A.L.G.O. may be sure of the support and interest of women officers if it would obtain for them the status accorded their sisters in the Civil Service.

"M. T."

The Association's official policy, laid down in 1936, is equality of opportunity for men and women, with equal pay for equal work.

(Continued on page 350)

Wolsey Hall
Oxford

FOUNDED IN 1894

POSTAL TUITION
for London University

MATRICULATION

This is the most valuable of all the certificates giving exemption from Professional Prelim. Exams. It is also the first step to a Uuiversity Degree.

LONDON DEGREES & DIPLOMA in PUBLIC ADMINISTRATION

Prospectus Free

on request (mentioning exam.) to the Director of Studies, Dept. RH7, Wolsey Hall, Oxford.

LOCAL GOVERNMENT ADMINISTRATION EXAMINATIONS

are held in June and December. For Syllabus and application forms, apply THE SECRETARY, CORPORATION OF CERTIFIED SECRETARIES, SECRETARIES HALL, 28, FITZROY SQUARE, LONDON, W.1.

Motoring by Subscription

A brand new car for a monthly subscription from

£5 - 3 - 4
NO DEPOSIT

Prompt delivery of the most popular makes of cars.

CASH
for your old car
and a new car every year without further outlay.

HODGKINSON & CROSSLEY LTD.

(DEPT. L.G.), 53, SOUTH SIDE, CLAPHAM COMMON, LONDON, S.W.4.
Please send me, without obligation, your booklet, "Motoring by Subscription."

NAME.....
ADDRESS.....
Tel. No..... Nov

TEL.: MACAULAY 4331-2.

READERS' FORUM

(Continued from page 349)

HOLIDAY CENTRE PROBLEMS

Non-Members and Children

I trust that the N.A.L.G.O. Holiday Centres will not be advertised as "Whatsit" suggests. If they are, the present difficulties of getting in will be increased a thousandfold. I hope, too, that the management committee will not bother with grouses about gramophones or beds without springs. Two more important points need attention.

The rule that members and their families shall be given first choice between July 16 and September 3, while reasonable, proves a hardship to the unmarried member engaged to a non-member. After arranging—possibly with difficulty—his holiday in August at the same time as his fiancee, he books for a holiday centre. His fiancee's application is deferred until May 1. If there is now no accommodation available her deposit is presumably returned. The member is compelled to withdraw his booking—forfeiting his deposit—and the couple are faced, in the middle of May, with the almost impossible task of finding other accommodation at a price they can afford.

To overcome this I ask that every unmarried member should be allowed to take one friend to camp without having to wait until May 1 to know whether his booking has been accepted.

Secondly, I suggest that a separate building, equipped with play-pens and a few simple toys, be provided for children, and that they should begin their meals 20 minutes before the adults.

Campers are asked to maintain silence when going to their huts late at night, to volunteer for baby patrol, and to subscribe to a fund providing each child with a gift. Is it right that notices and announcements from the rostrum should be accompanied by continuous yells from small children, and that, when one is trying to play table tennis, little Jimmy, aged 18 months, should be allowed to crawl between one's legs, to the obvious enjoyment of his fond mother standing by?

JOHN S. BOYLE.

284, Brixton Hill, S.W.2.

JOYS OF CAYTON BAY—

I fully support "Whatsit's" tribute to Cayton Bay holiday centre. My own holiday there—also my first—was the finest I have had, and my only grouse was that I could not extend it for another week.

—"ROKKER."

—AND OF CROYDE

My family and I spent our first holiday at Croyde Bay Holiday Centre this summer, and I cannot adequately express the wonderful time we had, nor praise too highly the facilities, accommodation, food, and service we shared. The magnificent bungalows set amid scenery of indescribable beauty, and the splendid beds—really comfortable, box-spring mattresses—have left an indelibly happy record.

The happy communal spirit and camaraderie, the riotous fun, and the dancing in the splendid ball-room have whetted our appetites to take part again. Incidentally, we danced to a real band and can commiserate with our fellow members at Cayton who had to be content with gramophone records!—"POOH BAH!"

"NOT AN UNHAPPY MOMENT"

I advise "Whatsit" to go to Croyde next time, where the bungalows are completely fitted up, and the beds just right. With the competitions, concerts, tournaments, indoor and outdoor games, early-morning Swedish drill, hikes, tours, scrounges, and dancing almost every evening in a delightfully appointed ball-room, one need not be unhappy for a moment.

During heatwaves the sand dunes provide an excellent retreat for those who wish to tan, and the firm sand of the Bay is first rate for fun amid the breakers, with or without a surf board. Children share the joys of camp life and, to lighten the duties of parents, the bungalows are patrolled each evening by volunteers who report to the parents, should they be needed.—"VIVA."

SALARIES AT HOLIDAY TIME

When an officer's holiday extends over the end of the month, he should be allowed to draw his salary for that month before going on holiday.

A resolution urging this suggestion was recently brought before my local executive, which, however, decided not to proceed with it, despite the fact that the treasurer saw no objection to the scheme.—F. O. U.

FOR N.A.L.G.O. MUSIC-LOVERS

In reply to "Music Lover," in the October number, the Metropolitan district committee has formed a N.A.L.G.O. group in connection with the Courtauld-Sargent Concert Club, by means of which special concessions are obtainable for members. Full details of the facilities have been circulated to all branches in the Metropolitan district by me, and about seventy members have taken tickets for the forthcoming winter session.—PERCIVAL W. BOND (Hon. Social Secretary, Metropolitan District Committee).

MALE HOUSING MANAGERS

It seems to me that the Society of Women Housing Managers is doing all it can to push the male manager or collector out of office. I have read various Press articles on the work of its members, but nothing is ever said of their male counterparts. Nor is mention made of the training women managers undergo. Does this take years or a matter of *weeks*? I am interested because the Society is now pushing certain salary scales for its members, and I wonder if these are justified by the (special?) training.

Miss Schofield's article last month must have been very interesting to those possessing no knowledge of housing work, but may I say that the chief collector and two assistants of the ancient borough in which I work are fully conversant with all the matters mentioned and that their work is only slightly different from that of a woman housing manager. There must be hundreds of men who can say the same.

Surely a married (mere) man manager or collector understands the home problems of the average council house tenant far more than the young, haughty, and single woman manager.—T. L. C.

CALLING ALL WOMEN

I WONDER what women thought about during the crisis—what fears, hopes, and emotions were born in those long and anxious days? Whatever they were, it is clear that private feelings were never allowed to assume the lead. Women in local government saw, perhaps, the most terrible aspects of the crisis and realised most vividly the avalanche of horror which war would release, yet they continued their work calmly and efficiently and fulfilled tremendous tasks. Now, in retrospect, we must admit our admiration for those who worked so long and so ungrudgingly. As one writer says "the mere fact of working against time seemed to call forth the best qualities in all."

Much work fell upon public health staffs, some of whom had been previously trained in A.R.P. To health visitors, women accustomed to assuming responsibility and making decisions, fell a difficult task. They were sent to private houses to fit gas-masks on invalids, to deal with the paralysed, the bed-ridden, and heart-sufferers, sometimes climbing on to beds when patients were unable to move. They went to isolation hospitals and fitted fever and other infectious cases. Mentally deficient and insane persons also received their care. Other visitors were sent to convents and fitted nuns, who sometimes showed some diffidence in removing their veils.

Nurses in hospitals were prepared to evacuate their patients at a few hours' notice to free beds for air-raid casualties. Already possessing knowledge of first aid, many were instructed in fire drill and decontamination work, while others were told what to do in a "black-out." It was assumed that all would remain at their posts during an attack.

COMPETITION

We're getting some good ideas on defeating apathy among our women members, but if you want to win a guinea there's still time. A.R.P. news and shortage of space held out the results this month, but next month we shall be publishing women's ideas on how to make a bigger and brighter N.A.L.G.O. So if you have any feelings on the subject don't fail to send them to the Editor, not later than first post on Thursday, November 17.

Other nurses performed, perhaps, the hardest task of all—dealing with the mothers whose children were to have been evacuated. Many of these women, sending their children to unknown destinations and not knowing whether they would see them again, could not conceal their grief, and the emotional strain imposed upon the health staffs must have been enormous. Anxious parents besieged them with innumerable questions, requests for advice, and instructions for their children's welfare. Every few minutes the telephone rang—"How can I make my little girl wear her mask?" "What can I do with my baby?" People even inquired after the welfare of their pets.

Meanwhile, the clerical staffs were occupied with another aspect of the organisation. The following letter, from

Now it's all over.

a member of a large metropolitan borough, gives some idea of the bustle and activity, which took place in London:

"The crisis gave women an opportunity of showing how indispensable they are when an emergency occurs which calls for speed as the essential factor. At the Education Office a meeting of head teachers was called at one and a half hour's notice. While the meeting was in progress confidential documents were prepared (8 stencils had to be cut) and given to the teachers before the close of the meeting. We worked until late that Friday (September 23) and the next day had to duplicate 17,000 forms in order to obtain parents' signatures agreeing to the evacuation of their children. Printing was out of the question at such short notice. We finished late in the afternoon.

"The following week was as near a nightmare as anything I have experienced. All available free time was spent at the Town Hall either typing, assembling respirators, or attending lectures on A.R.P. Again, the services of shorthand-typists were invaluable, as copies of the lectures were passed on to those unable to attend. Many women, who spent all day doing necessary office work, were found in the evening assembling or fitting gas-masks. This was hard on the fingers but typing had to be carried on the next day. One girl remarked to me: 'I could have cried when typing, my fingers were so sore,' but she got on with the job all the same.

"By Thursday, September 29, full arrangements had been made to evacuate some thousands of children at the word 'go.' I do not think that anything could have been added which could have meant greater efficiency in working."

In spite of Mr. Punch's ironic comment—

"When danger is receding
And all, or most, is saved,
We never tire of reading
How nobly we behaved."

(Continued at foot of next column)

A MODEL MATERNITY SCHEME

N.A.L.G.O. Group Awarded Challenge Shield

A GROUP of N.A.L.G.O. members at Walton Hospital, Liverpool, headed by Dr. MacWilliam, the Medical Superintendent, has been awarded the "Astor" Challenge Shield, offered by the National Baby Week Council to the group submitting the best thesis outlining a model scheme for a local maternity and child welfare service. The competition was announced in LOCAL GOVERNMENT SERVICE last June.

The shield is to be presented to Dr. MacWilliam at the next meeting of the National Baby Week Council, to be held at the Ministry of Health on November 16. The presentation will be made by Violet, Lady Melchett, vice-President of the Council.

Thirty Years Ago

"THE LADIES' ROOM"

"Writing about Mr. Greenwood's works recalls a curiosity in the second edition of 'Public Libraries.' In the first edition the ladies' reading-room was praised as an essential feature of every up-to-date library. In the next edition of the books, however, it was admitted that this was the room from which periodicals were most frequently missed, and the ladies' room was condemned. The frames of mind of these two editions still seem to be reflected in the general attitude of the library world. I have very rarely heard it suggested in private that a ladies' table or tables in the general room did not answer all needs. And, really, when one looks at the subject rationally, the question is, 'Do the lady readers want a separate room?' One can scarcely imagine in this age of equality of the sexes that the answer would be in the affirmative."

From "The Local Government Officer," November 28, 1908.

YORKSHIRE ACTIVITY

Yorkshire women evidently refuse to sit about with folded hands and expressions of sweet resignation. If events don't move as quickly as they wish, they set to work and speed them up. An energetic and efficient sub-committee is inquiring into all matters affecting public health, hospital, and institutional staffs. The committee is composed of four members of the executive committee and the following:

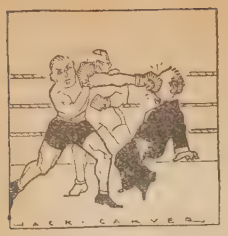
Miss A. M. Clarke, inspectress of health visitors and school nurses.
Miss R. M. Garner, matron.
Miss E. Gaukroger, health visitor.
Miss J. Trungrove, superintendent nurse.

The chairman is Mr. R. Doidge, master of a Leeds institution, and the secretary, Mr. A. G. Bolton.

We propose to give a fuller account of this interesting experiment in a later number.

(Continued from preceding column)

local government officers, at least, during the crisis have earned what small praise has been lavished upon them.



AT RANDOM

By "HYPERION"

Democracy does not consist in everybody in the bus seizing the wheel at the trickiest bend in the road. It consists in choosing a level-headed driver and leaving the job to him. If he fails he will be called to account when it is plain that he *has* failed.

Overheard at a Fitting Station

"Hey, missus, can I sup my beer through this 'ere mask?"

* * *

A Paris reporter tells of a woman who went to a pawnshop with a gas mask for which she had paid 15s.

She asked: "How much will you lend me on this?"

She was told: "Sorry, not even a sou."

* * *

Business as Usual

The putting course in Lincoln's Inn Fields is one of the helpless victims of A.R.P. To-day it is a series of yawning cavities.

The park-keeper, however, remained undaunted when things were at their blackest, and then his standard announcement, designed for more tranquil days, took on a new significance. In the middle of the chaos of protection against high explosives stood the small announcement, "Owing to the condition of the ground play is suspended."

I regret to find that the notice has disappeared. With it went an excellent piece of waggery.

* * *

Hint for Hen-pecked Husbands

A garrulous woman witness at Brentford County Court persisted in interrupting, despite frequent requests to keep quiet.

At length, Mr. Registrar Wright lost patience and said to her:

"Good gracious, woman! I don't know what to do with you. I wish I had a gas mask you could wear. Then we should all have a breather."

* * *

The King's English

At Bramshott I heard an A.R.P. story which may be new to you. It is about the official instructor in a south-eastern suburb of London.

He had about a hundred volunteers, of whom 80 were women and girls. Each had been told to fill in a lengthy questionnaire. But whereas the 20 men had written "No" opposite the question "Do you suffer from claustrophobia?" all the women and girls had replied in the affirmative.

Commenting on this, the instructor said: "This is most unfortunate because one of your most useful services might have been to decontaminate the underground railway system of London."

Then a bright thought struck him. He said: "I suppose you know what claustrophobia means?"

"Oh, yes," came a chorus of replies. "We looked it up in the dictionary."

"Well, what do you think it means?" he asked.

"Fear of confinement or fear of being confined," was the defiant reply.

Charles Graves in the "Daily Mail."

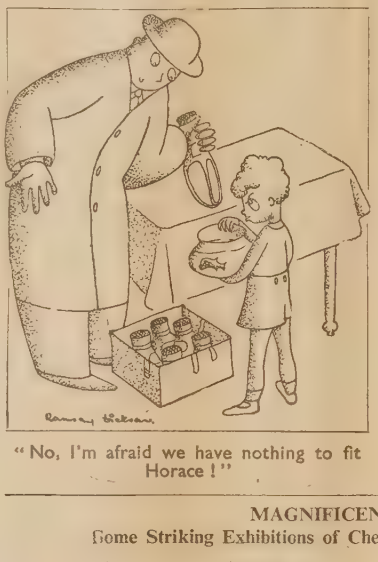
The Lost Warden

As he unslung his respirator,
As he went on his Warden's rounds,
He was hit by a high explosive
Weighing over 2,000 lbs.

We were seated in Kensington Gardens
When he fitted his gas mask on,
But we found the head of the Warden
In the borough of Paddington.

I have sought and I still seek vainly
To gather his million bits . . .
But I know that the Warden in Heaven
Will be glad that his gas mask fits.

SAGITTARIUS, *in the "New Statesman."*



"No, I'm afraid we have nothing to fit Horace!"

In Town To-night

Congratulations to the Deputy Borough Treasurer of Woolwich on getting into "In Town To-night"! It would have been more topical, however, if instead of "What do you think of the B.B.C.?" the question had been "What do you think of A.R.P.?"

* * *

Small Beer

In Munich we hear of a victualler,
Whose income gets steadily littler,
For now, it appears,
All his profit on beers
Is seized for munitions by HITLER.

* * *

Jolly Good Show, Madam!

"Lady Hailey was fond of shooting and used on occasion to treat the Lucknow Girl Guides to exhibitions of her marksmanship. There is a story that once she ushered a detachment of them into the drawing-room of Government House, called for her rifle and proceeded to pick off at a range of several hundred yards the heads of dahlias at the bottom of the garden. At each shot a dahlia fell dead.

"Afterwards she confessed that she had stationed a servant in hiding at the bottom of the garden with a pair of scissors and instructions to cut off a dahlia's head whenever he heard a shot."—*Patrick Balfour.*

* * *

A Nasty One!

I said to a girl the other night, "Do you girls really like conceited men better than the other kind?" And she said, "What other kind?"

* * *

Wattage (Will Hay please note)

Or take the case of the elderly lady who came to the lighting counter the other day and asked for a lamp. The sales assistant asked: "What wattage, madam?" Highly incensed, the old lady went to the next assistant. "That girl stutters," she said. "I want a lamp." "What wattage, madam?" said the assistant. I happened to be passing. The lady caught my arm. "Do all your assistants stutter?" she shouted. "I want a lamp." "Certainly, madam," I said, and, to the delight of the others: "What wattage?" "Ah!" she screamed. "You all stutter. I'll never come to this shop again!"

From a talk on the wireless.

MAGNIFICENT EFFRONTERY

Some Striking Exhibitions of Cheek Recently Noted in the Daily Press

Locale	*Exhibitor*	*Exhibition*
Susitna, Alaska	A. M. Lynam	He put out an S O S sign, and when a relief plane landed handed the pilot an order for a jar of cold cream.
Bradenton, Florida	Thieves	They called up the manager of a theatre from which they had stolen a safe and asked him for its combination.
Los Angeles	County supervisors	They asked the legislature to pass a Bill requiring prisoners to pay for room and board while in jail.
Tokio	Chuji Egawa	Although president of Japan's Suicide Club, he permitted himself to die a natural death.
Van Buren, Arkansas	Postmaster	He delivered a letter to Greenlee Jones twelve years after it was mailed, and claimed one cent postage due because the rates had changed in the interim.
East Cleveland	City Manager	He ordered all relief applicants to take the lie-detector test.
Tulsa	Frank Potter	When bandits robbed him of eight dollars, he demanded a receipt for the money.
Irvington, New Jersey	Otto Englebrecht	When arrested for panhandling, he explained he had to do it to meet the instalments on his car.

W. E. Farbstein in "The New Yorker."

Those "Crisis Colds."

"I can tell you a better cure for a cold than whiskey."

"Stop! Don't tell me! I don't want to know."

* * *

Working for the U.S.A.

For some time now I have noticed what a difference has been taking place in the ratio of people actually doing productive work and those engaged in the administrative side. Fifty years ago fifty navvies with pick and shovel meant perhaps one clerk in the office. To-day, owing to the adoption of machinery, office staff and production staff seem to be on a fifty-fifty basis.

However, a friend sent me some figures from America which show that we have still a long way to progress in this direction. I don't vouch for their accuracy, but they are a good joke, and do seem to show which way the wind is blowing over there.

ANNUAL REPORT OF CONDITIONS UNDER NEW DEAL

Population of U.S.A... ..	124,000,000
Eligible for Old Age Pensions	30,000,000
Leaving to do the work ..	94,000,000
Sick and Infirm	20,000,000
Leaving to do the work ..	74,000,000
Ineligible under Child Labour Law	40,000,000
Leaving to do the work	34,000,000
Working for Federal, State and City Governments	20,000,000
Leaving to do the real work ..	14,000,000
Unemployed on dole	13,999,998
Leaving actually doing work..	2

These two are the President and myself. He has gone fishing, and I am getting damn' tired!

From the "Farmer's Weekly."

According To Plan

(It was explained to the Plymouth City Council the other day, that sandbags which were priced at 1½d. a month ago jumped to 10d. during the crisis.)

I had a little sandbag,
Three-ha'pence was its cost
Before the sandbag market
Was sort of double-crossed.
But when the crisis opened
This newer song was rife:
"It's tenpence for a sandbag—
Your money or your life!"

I had a little sandbag,
An A.R.P. device
A merry little sandbag
That swiftly rose in price;
And, had the crisis deepened
To war's appalling tale.
No doubt the little sandbag
Had merely blazed a trail

For up would prance the prices
Of everything man sells,
From sandbags unto shovels,
From shovels unto shells.
Yes, up would shoot price schedules
From shells to ships of war,
And everything we needed
Would cost us more and more.

Such is the swift reaction,
Such the reward we reap
In days of dearth and conflict
When only life is cheap;
A time of woe for buyers,
Of wealth for those who sell—
Which may be why one Sherman
Remarked that "War is hell."

LUCIO, *in the "Manchester Guardian."*

* * *

Political Notes

"The Fuhrer
Grows cuhriouser
And fuhriouser,
But Neville
Is on the leville."

From a letter in the "Daily Express."

Heard at the Zoo

"Look, daddy, there's a monkey counting his fur!"

* * *

An Oxford examiner, in the habit of putting rather absurd questions, once asked: "What would have been Alexander the Great's politics had he been alive now?"

One of the answers was: "Had Alexander been alive now he would have been too old to take any interest in politics."

"I've come to fit your family's gas masks, Mrs. Brown!"

"We won't need any, Mister, we've got the electric light."

Competition Result

A N.A.L.G.O. FILM

IT is just as well, perhaps, that Hollywood is six thousand miles away. Were it any nearer N.A.L.G.O.'s membership would rapidly be depleted of scores of potential script-writers and film directors—and Hollywood would be bankrupt before the end of the year.

Readers were asked to provide suggestions for a ten-minute film designed to bring home to children and their parents the manifold range of local government services and their beneficial effect on individual and national life. A tall order, certainly. But the answers were taller still. We had serials, spectacles, dramas, fantasies, historical romances and even cartoons.

J. S. Reeves provided a modern Mrs. Markham's history in which father—a reader of LOCAL GOVERNMENT SERVICE—conducted his admiring family through every municipal department, improving their minds the while.

M. J. Miles, with a touch warmly appreciated by N.A.L.G.O.'s public relations department, took an unwilling ratepayer to the Town Hall, where he "disappeared through a door marked 'Publicity' and reappeared wearing wings." Then, after fluttering like a pantomime fairy from department to department—a great advance on the Civil Air Guard, this—he enters the Council Chamber just in time to hear a member declaiming N.A.L.G.O. propaganda.

L. Rowlands and J. Morris would take us back to "1838—Dawn," with shots of "parents in poor quarters wakening their emaciated children"—a nice job here for the casting director—"to go to work in mines and factories."

F. C. Cotgreave, more ambitious still, would begin with a meeting of the Witenagemot attacked by invaders and trace the whole long history of administrative development—merely as a prelude to a survey of present services.

R. Charles would strain the resources even of Pinewood with his demands for cave dwellings, feudal encampments, dame schools, stage coaches, medieval markets, Caxton's printing works and the Great Plague of London.

Frank V. Moores and W. H. Burnett gave us the stories of Joan and Mary—the latter from her birth in the municipal hospital to her marriage from the municipal typing pool. And T. Barton would build an entire township before our eyes, from the open fields to the first ratepayers paying their rates at the Town Hall.

First prize goes to G. H. Edwards, Newport, Monmouthshire, for a scenario that, although disconnected, is both imaginative and technically practicable. He would show a series of pictures of simple daily actions—a man filling a kettle at the tap, putting it on the stove, eating his breakfast, throwing the tea-leaves into the dustbin, and so on, each followed by scenes of the background of those actions—rivers, reservoirs, filters, electricity stations, food and milk inspection, refuse collection and disposal.

Second prize—unfortunately we have no space to reproduce either here—goes to Eric J. Lovelock, Stoke Newington, for a painstaking, if rather stereotyped, travelogue, and honourable mention to G. H. Hesketh, Liverpool, who "starred" a Public Relations Correspondent.

HEADQUARTERS ANNOUNCEMENTS

N.A.L.G.O., 24, Abingdon Street, Westminster, S.W.1

Telephone: WHitehall 9351 Telegrams: Natassoc, Parl., London

General Secretary: L. Hill.

Deputy General Secretary, Legal Secretary and Insurance Secretary: J. Simonds, M.A., Barrister-at-Law.

Accountant: H. G. Baker.

Organising Secretary: J. B. Swinden.

Education Secretary: H. Slater, B.Sc. (Econ.), F.C.I.S.

Special Activities Secretary: H. Wright.

Public Relations Officer: A. Spoor.

Divisional Secretaries:

Metropolitan and Eastern: T. M. Kershaw, 24, Abingdon Street, S.W.1; WHitehall, 9351.

North Western and North Wales: Haden Corser, 2, Mount Street, Manchester, 2; Blackfriars 7668.

North Eastern and Yorkshire: W. Cecil Wood, 12, East Parade, Leeds, 1; Leeds 24861.

East Midland, West Midland, and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3; Central 1836.

South Eastern, Southern, and South Western: F. Thomas, Room 60, Somerset House, Reading; Reading 3880.

Scottish: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1; Douglas 404.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

May 56	August 56
June 55	September 56
July 59	October 55

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	Aug.	Sept.	Oct.
Food	41	40	39
Rent	60	60	60
Clothing	110	110	110
Fuel and Light ..	80	80	80
Other items	75	75	75

IMPORTANT DATES

Annual General Meetings of Branches.

CIRCULARS TO BRANCHES

September 27

95/GEN/38 (To each branch secretary).
Detailing measures taken as a result of the international crisis.

September 29

96/GEN/38 (To each branch secretary).
Concerning the Treasury circular dealing with civil and service pay.

October 5

97/LOG/38 (To each local correspondent of Logomia).
Enclosing specimen Life Assurance circular prepared for circulation in the branches, and setting out form for requisitioning number of copies desired.

CEFN-Y-MYNACH

The Association's private hotel at Rhos-on-Sea, Colwyn Bay, closed at the end of last month and will not open again—with the exception of Christmas—until Easter, 1939.

N.A.L.G.O. DIARY FOR 1939

The Association's diary will be on sale early this month. Last year, as before, all the available copies were quickly sold, so members are urged to place orders with their branch secretaries immediately. Prices: 1s.; with season-ticket pocket, 1s. 3d.; with back loop and pencil—for ladies—1s. 3d.

"HELP YOURSELF"

Have you enrolled as a member of the "Help Yourself" Society? If not, join through your branch secretary. Remember it will help your own Benevolent and Orphan Fund.

WINNERS OF "BEANO" SELLING PRIZES

One man sells 500 Copies

Holidays in Paris, Switzerland, the French Riviera, and at the N.A.L.G.O. Holiday Centres, inclusive of fares, have been won by members selling the most "BEANOS" this year.

The prizes have been awarded as follows:

Winner	Prize	Branch and Membership	Number Sold
Class I.—Membership 501 or more			
C. H. Whines	9 days at Mentone, France.	Middlesex (817)	500
E. Gill ...	7 days at a N.A.L.G.O. Centre.	Lanarkshire (675)	415
Class II.—Membership 101—500			
W. R. Shard...	9 days at Lugano, Switzerland	Southampton (409)	240
Miss H. Yallop	7 days at a N.A.L.G.O. Centre	Norfolk ... (355)	200
Class III.—Membership 100 or less.			
W. T. Shalders	9 days in Paris	Hornchurch (90)	92
Miss H. M. Allen	7 days at a N.A.L.G.O. Centre	Newark (72)	77

These results show what enthusiasm, coupled with a flair for salesmanship, can do. In six branches, 15 out of every 24 members bought "BEANO." Had each seller achieved a similar success nearly 68,000 annuals would have been sold, with a resulting profit of approximately £2,000 for the Benevolent and Orphan fund.

The achievements of Mr. Whines and Mr. Gill were truly remarkable. Both Mr. Shalders and Miss Allen sold more annuals than their branches had members. This indicates enterprise outside the Association—and why not? Every effort to get the public's help to foot the Association's heavy bill for benevolence should be strongly encouraged.

Will branch secretaries and "BEANO" Contact Officers who have any monies in hand from the sales of "BEANO 1938" please remit at once to headquarters?

N.A.L.G.O.'s WORK FOR THE OFFICER

Improvements in Salaries and Service Conditions

Oldham.—At the request of the Association the Lancashire and Cheshire Whitley council submitted a grading scheme for the corporation's hospital and institution staffs. This has now been approved and adopted, with the effect of increasing the remuneration of practically every class in the corporation's hospitals and institutions.

Lancashire C.C.—The council is to apply the Lancashire and Cheshire Whitley scales to its hospital and institutional staffs in accordance with the report of a special sub-committee dated September, 1938. The Whitley council officers have been consulted on the grading of these staffs, and as a result many classes will benefit considerably both now and in the future.

Rochdale.—The appeals before the Appeals sub-committee of the corporation following the adoption of the recommendations of the Lancashire and Cheshire Whitley council have now been heard and dealt with satisfactorily in most cases.

Gas Department.
One case was referred back to the committee to consider higher grading, and the grading of another was raised.

Treasurer's Department.
Four officials were recommended to a higher grade and two were placed immediately on their maximum.

Other cases in the department were left over, following the adoption of the Superannuation Act, the retirements of several officers, and the submission of a reorganisation scheme.

Surveyor's Department.
One officer was recommended for a higher grade.

Housing Department.
The appeals of the housing collectors were left over pending a report from the committee as to who was in charge of the department.

Electricity Department.
One case was referred to the committee for consideration of an officer's present duties.

Chester-le-Street U.D.C.—The council has adopted the salary scales for males recently promulgated by the executive committee of the North Eastern joint council. The scales, based on the "wage for age" principle, are as follows:

Grade A (Juniors)	Grade B (General)
Age 16— £45	Age 21—£130
17— 60	22— 145
18— 75	23— 160
19— 90	24— 175
20— 110	25— 190
	26— 205
	27— 220

Benfleet U.D.C.—The council has adopted the following grading scheme with effect from April 1, 1938:

Grade A Age 14— £50		18— £85
15— 55		19— 95
16— 65		20— 105
17— 75		21— 120
Grd B £150×15—225	**Grd D** £255×15—300	
Grd C 210×15—270	**Grd DI** 255×15—330	
Grd E £300×20—360		

(Continued on next page)

SCHOLARSHIP SCHEME REVISED

To Encourage Study of Public Administration

FOURTEEN £30 scholarships are offered annually under the Association's revised scholarships scheme to encourage study for a degree or diploma in public administration.

Each award will be made on the results of a thesis and an interview by a selection board. Candidates may select their own subjects, but before submitting a thesis must have passed a professional, technical or vocational examination approved by the National Executive Council. Awards will be made to the candidates submitting the fourteen best theses, if deemed worthy, irrespective of the examination qualifying the candidate for entry.

Applications for awards, including title of the Thesis and an abstract thereof, must be submitted to the N.E.C. for approval not later than December 31. Full particulars of the scheme are obtainable from headquarters or branch secretaries.

(Continued from previous page)

Bermondsey B.C.—The council has adopted the London District council scale of salaries with effect from April 1, 1938.

Superannuation

Felling U.D.C.—An increase has been agreed, in the basis of allowances in respect of non-contributory service, from 120ths to 90ths in the cases of employees who were over 55 years of age on the appointed day and consequently have no contributory service.

Vaynor and Penderyn R.D.C.—The 1922 Superannuation Act has been adopted, and the council are applying to join the Brecknock C.C. scheme.

Nurses' Charter

Blackburn.—A 48-hour week for nurses at Blackburn Corporation Hospital has been agreed by the health committee, and will come into operation as soon as the staff can be augmented.

Holidays

Leicester C.C.—The following scale of holidays has been introduced:

Heads of departments, deputies, and chief assistants, with £700 or over ...	4 weeks
Men under £250	2 weeks
Women under £140	"
All other officers	3 weeks

The rates of holiday are to apply to those officers who had been in the Service of the council for at least 12 months on August 1, and those who have been on the staff for less than that period are to be entitled to an annual holiday calculated at the rate of one-twelfth of the normal holiday for each completed month's service.

Hertford.—The office hours of the staff were adjusted on October 1, 1938, to:

Week days ... 9—5.30 p.m.
Saturdays ... 9—12 a.m.
One hour for lunch.

The offices were previously open until 6 p.m. on Monday to Friday.

NEW BRANCH

The officers of the **Fishguard and Goodwick U.D.C.**, Pembrokeshire, formed a branch on September 1.

"THIS N.A.L.G.O. CUCKOO"

A T.U.C. Protest That Missfired

TWO pages of the official report of the Trades Union Congress at Blackpool in September offer such entertaining reading that we cannot forbear to quote them here—though "Hyperion's" column would, we feel, be more appropriate.

The subject was the National Advisory Committee for the Local Government Service, and the speakers were Mr. Bryn Roberts, secretary of the National Union of Public Employees, and Mr. H. Bullock, of the National Union of Municipal and General Workers.

Mr. Roberts began the debate by recalling that, at the Norwich Congress, he unsuccessfully opposed the formation of the Joint Advisory Committee on the ground, amongst other things, that it "would confer privileges and advantages free gratis upon the unaffiliated and non-political association N.A.L.G.O., to the detriment of our own unions operating in the local government service.

"I had no idea then," he continued, "that events would so quickly justify the soundness of our position. I do not deny that N.A.L.G.O. enjoys a preferential position in so far as it is able to obtain Ministry of Health Draft Superannuation Regulations before they are publicly issued, which the Ministry refuses to supply to my own union, nor do I deny the fact that we are denied Congress assistance and handicapped in safeguarding the superannuation rates of our own members unless we sacrifice principle and associate ourselves with this hideous N.A.L.G.O. alliance which we roundly condemn.

"I regret, however, that this instrument of force majeure has been unwittingly created by the General Council. The very title of the Committee is a misnomer. The Mental Hospital and Institutional Workers' Union, and the National Union of Public Employees have declined to appoint representatives . . . and the National Union of County Officers has decided to abstain. . . . Every one of the unions in group 15, which classifies public employees has been pushed out of the nest by this N.A.L.G.O. cuckoo, and literally barred from participating in all collective Congress work in respect of questions that are referred to this Committee. . . .

"I will not refer to the damaging activities which N.A.L.G.O. still pursues. It has wantonly abused the gesture of collaboration which the General Council offered to it. Did it not, within a few weeks of this National Advisory Committee being formed, queer the pitch of the T.U.C. Nurses' Campaign by issuing its Nurses' Charter in direct opposition to our own? And has it not exploited—brazenly exploited—official administrative positions in the Service to defeat the efforts of our own organisers? . . . I earnestly appeal to the General Council to consider the early liquidation of this questionable and unprofitable alliance."

Mr. Bullock, who replied on behalf of the General Council, said: "Mr. Bryn Roberts has a very fertile imagination. One would think that he was speaking almost in toto for all the people employed in municipal service. As a matter of fact, two of the Unions represented on that Committee—the Transport and General Workers' Union and the National Union of General and Municipal Workers—have more members employed in municipal service than anyone else—in fact, more than the rest put together. . . .

"What are the real facts? These people [N.A.L.G.O.] have executive knowledge of municipal government. But remember this: These people are sitting there purely in an advisory capacity. We are getting all we want from them because we are getting stuff from the source of information; but when it comes to doing things, the power lies in the hands of the General Council and of this Congress."

The matter then dropped. Further comment is unnecessary.

THIS POACHING BUSINESS

NO less entertaining was a pretty little dogfight on membership "poaching" at the Conference of the Mental Hospital and Institutional Workers' Union, reported in the "Mental Hospital Workers' Journal." It arose out of a Bridgend motion instructing the union executive council to take steps to prevent the extension of "poaching" of its members "by so-called official unions"—later defined as N.A.L.G.O.

"The reason for putting forward this resolution," Mr. Reynolds, of Bridgend, explained, "is that a few members of our organisation ceased to be members of our Union and turned their affections to N.A.L.G.O. . . . We believe that this poaching by N.A.L.G.O. was more or less officially inspired. N.A.L.G.O. has also issued a Nurses' Charter in opposition to the T.U.C. Nurses' Charter. It is a Charter that offers nothing of real value to nurses, and I think it is time that our own and other organisations took some definite steps to counteract the activities of this officer-controlled organisation in its attempts to undermine the nurses' organisations which are affiliated to the T.U.C."

Mr. Bond, Cane Hill, seconding the resolution, said that the poaching was not confined to N.A.L.G.O. In the London area it was carried on by the National Union of Public Employees, the activities of which amounted to "open war" against his union.

Several other delegates strongly criticised the activities of N.U.P.E., but Mr. Meggett, Tooting Bec, did more than complain.

"I am doing more poaching than anybody now," he declared. "I have got a number of N.U.P.E. members in the last twelve months, so that they are getting something of their own medicine. I know something of the activities and methods of the N.U.P.E. We do the work and they claim the credit."

The General Secretary, Mr. G. Gibson, thought that some delegates were taking too alarmist a view of the N.U.P.E.

(Continued on page 356, column 3)

"NEPOTISM AND CORRUPTION"

N.A.L.G.O.'s Reply to Sir Waldron Smithers

SINCE the sudden collapse, after a letter from Headquarters, of the "gigantic campaign" promised by a Sunday newspaper early this year to "wipe out graft and annihilate the racketeers who are strangling business and municipal life in Britain," we have heard little of allegations of corruption in local government. It was with some surprise, therefore, that we read of the speech by Sir Waldron Smithers, M.P., delivered at the National Conference of the Associated Ratepayers' Protection League at Brighton on October 18.

In the course of a general attack on "local government extravagance," accompanied by a demand for a Royal Commission to examine the financial and executive working of local authorities, Sir Waldron declared that hundreds of alleged cases of nepotism and corruption in local government had been brought to his notice.

Since this statement, and particularly the publicity given to it, amounted to a reflection on the integrity of the local government Service, the Public Relations Officer wrote as follows to Sir Waldron on October 21:

"Your widely-reported statement that you had heard of 'hundreds of cases' of 'nepotism and corruption in local government administration' has aroused much disquiet and some resentment among the members of my Association, which represents more than 100,000 local government officers throughout the country. They regard your remarks as likely to create in the public mind an unjustified suspicion of the integrity of public administration in this country—an integrity in which they take pride and which they are jealous to preserve.

"Our experience is that, while suggestions of corruption and nepotism in local government are not uncommon, it is exceedingly rare that they survive investigation. Five years ago, when statements similar to your own were made, the Council of my Association passed a resolution pledging itself to take all legal steps possible in every case where there was evidence of corruption of or by a local government officer. It invited all persons having such evidence to produce it. Not a scrap of evidence was produced.

"More even than corruption is nepotism a subject upon which unfounded allegations are made. It is suggested whenever—as not infrequently happens—the relative, however distant, of a councillor or an officer obtains a post on the staff of his authority. Indeed, there are instances of officers who have had to refuse good appointments simply because of such relationship. On this question my Association has repeatedly endorsed the recommendations of the Departmental Committee of the Ministry of Health on the Qualifications, Recruitment, Training, and Promotion of Local Government Officers, that:

All vacancies in the local government service should be widely notified, except when it is intended to fill them by promotion within the office;

Candidates should ordinarily be interviewed by a committee of the Council;

The candidature of near relations of members or officers of the Council should be closely scrutinised, members, officers, and candidates being required to disclose relationship; and

Canvassing should invariably disqualify a candidate.

"We are determined to do everything we can, not only to abolish these evils where they exist, but to remove all suspicion that they might exist. For we regard it as essential that the local government Service—particularly to-day, when it is called upon to face a task of national defence of unprecedented size and difficulty—should have the complete confidence of the public it serves. I shall be grateful if you will assist us by informing me of all the alleged cases of nepotism and corruption to which you referred in your speech, so that we may investigate them and, where possible, take action against those concerned."

Replying on October 22, Sir Waldron wrote:

"It is true that my speech at Brighton has received a good deal of attention, but the statement quoted was only a short extract from a long speech.

"After fourteen years as a Member of Parliament, no one realises more than I do the splendid voluntary services given to local government throughout the country, and the devoted services rendered by local government officers, and I said something to this effect in my speech.

"On the other hand, having taken a great interest in the matter of local government for some years, I have received from time to time a mass of correspondence from all over the country. I have not got time to count the letters, but there are two files which together weigh nineteen pounds, and a number of other letters besides.

"As you indicate in your letter it is very hard to get people to come forward and give evidence, and the bulk of my correspondence is marked 'Private and Confidential.' What I have done is to forward the information to the various Departments of State concerned with these allegations, and I am sure that those Departments have taken, through their auditors and officials, what steps they could under the law.

"Let me remove at once any misunderstanding there may be that I made a general attack on the integrity of local government officers.

"As one who was on the Committee of the 1925 Rating and Valuation Bill and who has watched the development of local government ever since, all I am asking for is a Royal Commission to examine the whole question of the administration of local government, and to report, and to see whether the system can be improved in view of the experience gained since the passing of that Act . . .

"Although much emphasis has been laid on one point, I think you will agree that my suggestions are constructive.

"In a democratic country such as ours, no one in public life can raise a question without drawing fire from all quarters. As is evidenced by the many letters I have received during this past week or so, the matter has been given more publicity than I had hoped for; and I feel sure that you and your Association will support me in my efforts to secure even better local government than we have at present, and to remove abuses and difficulties where they exist."

While regretting that Sir Waldron was unable to provide us with the evidence upon which his allegations were based, we welcome his assurance that he intended no general attack on the integrity of local government officers and we naturally are ready to support his, and all other, efforts to secure "even better local government than we have at present, and to remove abuses and difficulties where they exist." But we still doubt whether the citing of unsupported and uninvestigated allegations and the making of generalised accusations is the best way to achieve that object.

(Continued from page 355)

"I know," he said, "they are setting out on a great campaign for membership, and that their General Secretary thinks he can create a huge organisation around his Napoleonic figure, but you are mental nurses and you have heard of people suffering from egomania. They generally come to a sticky end. . . ."

There is nothing we can add to this happy colloquy, save to assure the Mental Hospital and Institutional Workers' Union that N.A.L.G.O. has never attempted to "poach" its members, at Bridgend or anywhere else. Can it say the same about N.A.L.G.O. members?

WHAT DISTRICT COMMITTEES ARE DOING

Mayor's Call for Whitley Council

METROPOLITAN

WITHIN a few minutes of the opening of the district committee at Westminster on October 13, a motion submitted by the Acton branch was considered. The motion deprecated the proposed publication of Press articles concerning local government officers' work in the recent national emergency, and requested Headquarters to re-consider its policy in this matter, suggesting that branches should refrain from submitting information. The arguments put forward in support of the motion failed to convince the committee, only about six members voting in its favour.

The reports of meetings of the Benevolent and Orphan Fund sub-committee having been submitted, the chairman, MR. J. T. BAKER, called special attention to the fact that there were 39 branches in the district with a membership of 7,266 contributing less than 2s. 6d. per head of Association membership. It was agreed that an appropriate communication be sent to the branches concerned.

The report of the sports and recreations sub-committee included a recommendation that a flying club be formed, for which 60 applications for membership had already been received. A new lease of life was granted to the operatic and dramatic society to continue dramatic productions only.

A suggestion that arrangements might be made for a part of future reunion concerts to be broadcast, was approved.

The general purposes sub-committee recommended, as a suggestion to Headquarters, that communications to branch secretaries should be such as concerned the administration of the branch, and that the information contained in circular letters of general interest to members should be published in LOCAL GOVERNMENT SERVICE.

The effect of amendments to the basis of representation of the district committee will be to reduce the present membership from 430 to 320.

MR. A. A. GARRARD, N.E.C., reported that the Mayor of West Ham had agreed to call a conference of representatives of local authorities to consider the proposed formation of a North Metropolitan provincial council.

More than 240 enrolments had been received for a course of 12 lectures on English local government. The large response has necessitated the division of the students into four groups.

NORTH EASTERN

A LETTER was submitted to the committee at Gateshead on September 24 stressing the need for the establishment of a sub-divisional office in the area. It was decided to inform the N.E.C. that these views were endorsed by the committee.

The executive committee reported that a special sub-committee was dealing with the national salaries campaign and that investigations were being conducted.

The area education committee had contacted the Association for Education in Citizenship and the Tyneside Council for Social Service, and it was decided to establish a public relations committee to deal, *inter alia*, with matters in which the three bodies were mutually interested.

It was reported that Gateshead, Newcastle-on-Tyne and Northumberland branches had combined in holding an exhibition of local government films.

Courses for the Diploma in Public Administration were being continued at King's College, Newcastle-upon-Tyne, and a new course had been established at Constantine Technical College, Middlesbrough. Preliminary arrangements were under consideration for a second week-end school in spring, 1939.

Grants totalling £583 had been approved by the B. & O. Fund sub-committee.

The divisional secretary reported that Sunderland county borough had agreed to the setting up of a local joint committee. Blyth borough had agreed to a uniform basis of 80ths for superannuation allowances in respect of non-contributory service.

Joint Public Relations Committee Set up

NORTH WESTERN and NORTH WALES

TWO hundred delegates attending the meeting of the committee at Chester on September 24 stood in silence in memory of their late colleagues, Mr. S. E. Ferris, Lancashire C.C., and Mr. H. M. Smawfield, Oldham, both members of the committee. The chairman, MR. J. W. SINGLETON, N.E.C., welcomed Mr. Garnett, a member of the B. & O. committee on his recovery from a recent illness, and said that Mr. J. W. Wilkinson, a former chairman of the committee, had been elected to the Southport town council.

It was resolved that an amendment of the rule regarding the election of N.A.L.G.O. members of the staffs' side of the provincial council to provide for the two additional seats be recommended to the annual meeting of the committee.

It was decided to recommend that applications for 40 per cent rebate of subscriptions submitted by Ulverston, West Lancashire, Westmorland, and Wirral and District branches be granted.

Mr. E. H. Mason's invitation on behalf of the Manchester branch, to hold a meeting of education correspondents in Manchester, was accepted.

WEST MIDLAND

A COMMUNICATION from Headquarters on the national campaign on salaries and service conditions was considered by the committee at Worcester on September 24, and a salaries sub-committee was appointed.

Delegates drew attention to the amended scales of salaries recently adopted by the Sedgley U.D.C. which, it was contended, were most inadequate.

The legal defence scheme for midwives and the possibility of extending the scheme to other officers was discussed, following the report of the chairman, MR. H. TAYLOR, N.E.C.

Non-payment of Juniors to be Fought

The divisional secretary drew attention to advertisements issued by West Midland authorities, offering inadequate salaries. The committee agreed that in future cases a protest should be sent to the authorities concerned unless the branch gave adequate reasons for taking no action.

The committee congratulated Mr. P. G. Mannall, Warwick C.C., public relations correspondent, for arranging a series of articles in local newspapers on the work of the county council.

SOUTH WALES

A STRONG protest against the employment of unpaid persons by local authorities was made at the district committee at Carmarthen on October 15. It was revealed that Monmouth borough council had recently appointed a junior clerk with no salary and that Bedwelty U.D.C. and other local authorities had admitted unpaid juniors, not as articled clerks or to carry out ordinary staff duties, but as pupils to gain experience. Provided branches concerned agreed, it was decided to combat the practice and to ask headquarters to communicate with the Ministry of Health regarding this unfair method of recruitment.

To fill four of the 17 seats allotted to N.A.L.G.O. on the staff side of the provincial Whitley council—of a total of 24 seats—the two elected members of the N.E.C., the hon. secretary of the district committee, and the divisional secretary, were appointed. The remaining 13 seats were to be filled in proportion to the membership of the respective classes of authorities.

The Divisional Secretary reported that:

A branch had been formed at Fishguard, and the Council had agreed to recognise it;

Six local authorities had adopted the 1922 Superannuation Act;

Seven authorities had approved improved scales of salaries;

Successful legal action had been taken on behalf of officers of the Crickhowell R.D.C.;

The Taf Fechan Water Board had resolved to make annual grants to officers passing approved examinations, including those of N.A.L.G.O.; and

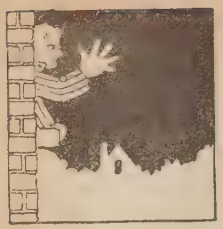
Llantrisant and Llantwi-Vardre R.D.C. had established a joint advisory committee to deal jointly with the official staffs and manual workers, and N.A.L.G.O. and the National Union of General Workers would appoint three representatives on behalf of the officials and manual workers.

SOUTH WESTERN

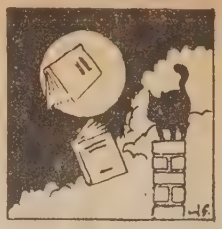
IT was reported at the district committee on September 24, that:

The area education committee had persuaded the Workers' Educational Association to organise a course in civics in Exeter this winter; and

Colonel E. J. Stead, N.E.C., and Mr. R. T. Shears, N.E.C., had promised to provide a trophy for the district cricket competition.



FROM MY BOOKSHELF



By Jonas Praps

GREAT STORIES

WE have become so used to seeing big stores in every town that it is, perhaps, well to be reminded of the work of some of the pioneers of the movement. **"The Universal Provider,"** by Richard S. Lambert (Harrap, 10s. 6d.), is the story of the life of William Whiteley, but it is much more than that, it is a social study of the beginnings of the big stores. Inspired by the Great Exhibition in 1851, Whiteley learned the technique of shop-keeping and achieved his great success. His was a stormy life. He was murdered by a man who believed himself to be Whiteley's illegitimate son. There is much in the book about the development of the stores' movement, the labour conditions—hours, living-in, and so on—and the early attempts to improve the lot of shop assistants. It is difficult in these days of Shops Acts to realise the appalling conditions under which assistants laboured in the latter half of the nineteenth century. The illustrations are from contemporary periodicals, their historic value being greater than their artistic appeal.

MEN'S EXPERIENCES

After his earlier experiences, Mr. Herbert Hodge's present occupation as a taxi-driver must appear very commonplace. Starting as a baker's errand-boy at the age of eleven he has been nearly everything in turn, including a lumberman in Canada, and other things. His earlier aspirations included politics—as agitator holding extreme Left views and as Parliamentary candidate. But the hope of his life is writing. He has ambitions towards authorship, and the record of his experiences told in **"It's Draughty in Front"** (Joseph, 8s. 6d.), show promise in this direction. His adventures have been as varied as the types of passengers he now takes to various destinations in London.

A brief reference to **"In the Steps of St. Francis"** (Rich & Cowan, 8s. 6d.) must suffice: not because the book is unworthy of a longer notice but because its charm, shall I say its soulful treatment of the subject, can hardly be appreciated second-hand. In brief, the author traverses the ground covered by St. Francis and reproduces the atmosphere of his times and movements. This however, is a beggarly description. Read the book, and you will agree "that this life-story is an answer to the problems of our present unhappy world." Ernest Raymond is the author.

"Guns or Butter: War Countries and Peace Countries of Europe Revisited" (Putnam, 10s. 6d.). Here is Mr. Bruce Lockhart again, and again at his best. His title is based upon Goering's epigram "Guns will make us powerful: butter will only make us fat." The author knows his subject, he has had ample opportunity of studying the present situation in Europe, and in pursuit of information has had many interesting and dangerous experiences. The information he gives us is from first-hand sources, high and low, but his comments on political tendencies will not be received with favour in countries where guns are preferred to butter.

ROMANCE

Stella Gibbons has some rather eccentric characters in her books and **"Nightingale Wood"** (Longmans, 7s. 6d.) is no exception. She has, also, the knack of making even the eccentric and melodramatic appear life-like and if you won't fully endorse this you must admit that she is successful in developing her treatment of the unlikeable as well as the likeable characters she introduces to her readers. "Nightingale Wood" contrasts the higher and lower social orders as they appear in a country district in Essex. The snobbish Mrs. Spring's description of her orphan niece's relatives on the father's side is typical of the author's satire. "Hetty" (the niece) "had taken after her father's side; the unsuccessful—that is, poor—Franklins, who were all teachers and parsons and librarians, and as dull as ditch-water, with their noses in books, their socks in holes, and their finances in muddles."

"Renown" is a story of the American War of Independence at the end of the eighteenth century: it is written by Frank O. Hough (Harrap, 8s. 6d.) Autobiographical in character, it is a study in story form of Benedict Arnold, the American general, who turned traitor, plotted to betray his command, and, on the plot being discovered, fled to the English lines and accepted a high command in the British Army.

John Masefield's new book **"Dead Ned"** (Heinemann, 7s. 6d.) is described as "the autobiography of a corpse who recovered life within the coast of 'Dead Ned'." The story is associated with medical life and the Navy in the seventeenth century. Ned is unjustly hanged for the murder of an admiral, but the corpse is resuscitated and thereby hangs the tale.

NALGO BUILDING SOCIETY

Free Advertising Scheme

ERITH (Kent).—Freehold, det., 3 double-bedrooms, 2 recep., bath, kitchen, sep. w.c. Plot 40 ft. by 228 ft., fruit trees, quiet and sheltered garden, no road charges, 7 min. S.R., £900, "Lucinda," Lesney Park Road, Erith, Kent.

RADLETT (Herts.).—Freehold semi-det., 3 bed., 2 recep., bath, sep. w.c., garage, 30 ft. by 163 ft., no road charges, £695, 653, Kenton Lane, Harrow.

BEXLEY (Kent).—Freehold semi-detached residence, 3 bed., 2 recep., usual offices, space for garage, plot 27 ft. by 180 ft., no road charges, £735, would let, 47, Arbuthnot Lane, Bexley.

FILMS TO SEE THIS MONTH

November Releases

SPECTACLE is the predominating feature of this month's leading films; unfortunately, in some, the story takes second place.

The Challenge, United Artists.—Cameras were hauled by mules up thousands of feet and perched on ledges to shoot the scenes of avalanche, mountain storm, and human endurance in the face of appalling weather conditions in this picture of the first successful assault on the Matterhorn.

Whymper, an Englishman, and Carrell, experienced Swiss guide, plan to tackle the climb together but they are estranged and join separate parties. Whymper gets to the top first, but, in climbing down, his three comrades fall and are killed. Whymper is accused by an infuriated mob of cutting the rope, but Carrell saves him by returning to the summit and bringing back the frayed end. The Matterhorn scenes are magnificent, and there is splendid acting by Luis Trenker and Robert Douglas.

The Adventures of Marco Polo, United Artists.—Compared with the possibilities which its title suggests this film is sadly disappointing. Gary Cooper, as Marco Polo—the first commercial traveller—is sent by his father to establish trading connections with Kublai Khan, Emperor of China, for whose daughter he soon falls.

Blockade, United Artists.—Madeleine Carroll and Henry Fonda in a somewhat sentimental story of the Spanish Civil War.

The Boy from Barnardo's, M.-G.-M.—Dedicated to the memory of Dr. Barnardo, this film shows Freddie Bartholomew once again as the little snob who becomes a "real gentleman," when imbued with the spirit of British tradition. Sentiment and melodrama often predominate. Mickey Rooney shines.

Kidnapped, 20th Century Fox.—Scottish rebels against English rule in the mid-eighteenth century is the setting. The tale is based on Robert Louis Stevenson's book, but fails to give the spirit of "R. L. S." Warner Baxter, as the rebel leader, and his followers are romantic figures who seem to flourish on danger and excitement. Freddie Bartholomew again.

POSTAL PHOTOGRAPHIC SOCIETY

Invitation to Members

AS a result of the announcement last month more than thirty inquiries were received by the N.A.L.G.O. Postal Photographic Society. There must, however, be many more members who are keen amateur photographers yet still not aware of its existence.

Briefly, the idea is that a portfolio of photographs should be circulated to members once a month, each member inserting a print and criticisng the efforts of others. The annual subscription is only two shillings.

You are, of course, expected to do your own developing and enlarging, but exceptions may be made in certain circumstances.

Are you interested?—then write to the hon. secretary, G. W. Cooper, 1, Abbotts Road, Aylesbury, who will gladly give you further information.

GIVE THEM

A FAIR CHANCE

Maybe you've made up your mind to give them the best education you can afford, but you must have courage to look even beyond that. Is it fair to leave their future to chance should you die before they can fend for themselves?

For a small monthly premium, a Nalgo "Family Income" policy can guarantee for your dependents if you die during the next thirty years:

£200 on death;
£3 a week for the remainder of the thirty years; and a further **£800** at the end of that time.

If you survive the period, you will receive **£1,000.**

Post for details of a "Family Income" Policy to NALGO (Life Department), 24, Abingdon Street, London, S.W.1.

Name .....

Address .....

Age next birthday .....

A NALGO "Family Income" Policy is Your Children's Guardian

OCTOBER MEETING OF THE N.E.C.

Problem of Mechanisation; Salaries Campaign Progress

THE first meeting of the National Executive Council after the summer recess was held at 24, Abingdon Street on October 15. Mr. A. A. Garrard was in the chair, and the following members attended:

H. Allen	E. H. Mason
H. J. Altoun	F. V. Merriman
A. G. M. Archibald	T. Nolan
J. T. Baker	A. Denton Ogden
W. A. N. Baker	A. Pinches
F. D. Barton	H. G. Pope
J. Brown	E. L. Riley
A. G. Bolton	C. A. W. Roberts
J. Chaston	L. E. Rumsey
J. H. Clark	H. Russell
R. W. Coppock	R. T. Shears
F. E. Cox	J. W. Singleton
A. B. Day	H. W. Smith
G. S. Fraser	R. E. Sopwith
T. Freeman	E. J. Stead
A. J. Gould	G. A. Stone
V. Grainger	H. Taylor
D. L. Griffiths	L. H. Taylor
F. H. Harrod	J. H. Tyrrell
P. H. Harrold	J. W. Vince
R. E. Heron	J. H. Warren
J. L. Holland	L. Worden
W. E. Hudson	E. A. S. Young
W. H. Legh-Smith	Miss E. Dawson
G. Llewelyn	Miss I. Stansfield

Apologies for non-attendance were received from Messrs. W. W. Armitage, E. F. Bacon, S. Lord, C. J. Newman, and D. J. Parry.

The General Secretary conveyed to the Council messages of appreciation from Messrs. F. J. Willett, F. R. Finch, and J. W. Wilkinson, upon whom the Council had conferred honorary membership, and from Miss Wooldridge, Mr. W. E. Lloyd, and Mr. C. S. Robinson, to whom the Council had expressed its recognition of their services to the Association. Reporting on the action taken by Headquarters during the international crisis, he said that on September 27 he had written to the Minister of Health:

> "I am sure there is no doubt in your mind as to the help which local government officers will give to you and the other Departments of State during the present crisis and until the end. All that I need add is that everyone connected with this Association is equally anxious to be helpful. May I respectfully request that you will take N.A.L.G.O. into your confidence in all matters which may concern the economic interests and welfare of local government officers?"

The Ministry replied on September 29:

> "I am directed by the Minister of Health to express his thanks to you for your letter of the 27th instant, and to say that he will not fail, should occasion arise, to take full advantage of the offer of services therein contained."

It had been agreed, Mr. Hill added, that members of the Association's staff who were given leave of absence to serve in H.M. Forces be paid their normal salary less their service pay as at the time of joining the Forces.

In view of the fact that headquarters was in a "danger zone," it was decided, in the event of war, to convey all securities and essential documents to the Croyde Bay Holiday Centre, together with all members of the staff who could work as well there as in London. Preparations were made to safeguard members of the staff who would remain in London.

On the motion of the chairman, the Council passed a resolution of thanks and appreciation to Mr. Hill and his staff for what had been done.

Mr. Hill further reported that Mr. C. W. Tagg, formerly Town Clerk of Camberwell and Clerk to the late Camberwell Vestry, who, in 1893, had convened a conference of local government officers to arouse enthusiasm for superannuation, had handed to the Association all his original records of the superannuation movement from 1893 to 1899. He had also sent a list of events which would form part of the preliminary record of the story of superannuation. The Council approved a resolution of thanks to Mr. Tagg.

On the motion of the chairman, the Council congratulated Mr. J. Chaston on becoming Charter Town Clerk of Kettering.

Reports of the committees were then considered.

SERVICE CONDITIONS AND ORGANISATION

MR. H. ALLEN (Yorkshire), chairman of the committee, presented the report.

Patronage and Nepotism

It was decided that an item should be placed on the agenda for the Annual Conference, 1939, dealing with the question of patronage and nepotism in the local government service.

Standing Joint Committee

The committee decided that the Association's representatives on the Standing Joint Committee should consider, in consultation with the Joint Committee, the question of reorganising the committee's constitution.

Mechanisation of Municipal Offices

A long report on the effect of mechanisation in local government was presented. A report is to be made to the 1939 Conference.

Inadequate Salary Advertisements

A full report was presented on advertisements offering inadequate salaries or asking candidates to state the salary required. Several cases were cited, and it was decided to make further enquiries into certain of these and to have similar reports at future meetings.

Cost-of-Living Inquiries

It was reported that the Ministry of Labour inquiry into the cost-of-living of people earning less than £250 a year was in its fourth and final week, and that the inquiry in respect of persons receiving more than £250 a year, undertaken by the Civil Service Statistical and Research Bureau, with which N.A.L.G.O. is co operating, was in its third week.

Whitleyism

A report was presented giving the latest position regarding the formation of Provincial Whitley councils in the North, Metropolitan, Eastern, Southern, South Western and South Wales Districts.

National Salaries Campaign

Arrangements for visits by the Whitleyism sub-committee to four district committees in connection with the national campaign were reported. One visit—to the South Western district committee—has already been made.

National Emergency

The committee was informed of the action taken during the international crisis to safeguard the interests of members in the event of war.

Legal Defence Scheme for Midwives

It was reported that at October 14, 1938, 79 midwives had been admitted into membership of the scheme.

Women's Services Sub-Committee

It was reported that a meeting of the Women's Services sub-committee on October 13 had reached decisions on summer and week-end schools, provision of scholarships, the enrolment and organisation of women in the Service, and the regulations of the General Nursing Council regarding the waiting period imposed upon candidates entering for the educational test.

EDUCATION

MR. C. A. W. ROBERTS (North Western and North Wales), chairman of the committee, reported that:

The committee had decided to raise with the Central Advisory Committee the motion passed at Conference regarding post-entry training;

As a general policy lectures at the summer schools for England, Wales, and Scotland were to deal generally with local government and with current topics;

It was being suggested to Area Education Committees that week-end schools should be organised at which practical current problems in local government should be discussed, and that the curriculum should be designed to attract women students;

Further consideration was being given to the organisation of refresher courses; and

Summer schools were to be organised next year at St. Andrews, Oxford, and Copenhagen. Particulars of these will be published later in LOCAL GOVERNMENT SERVICE.

(Continued on page 362)

Official Secret

As you probably know, I have, for many years now, been giving Public Officials special terms which are not extended to the ordinary public (only 6d. in the pound charged and the convenience of 6 months to pay). I want you to do a little favour for me—it's merely a matter of diplomacy so it should be right up your street—*keep my special terms under your hat.* I'll tell you why. On the prices I charge the public now, I can't afford to run the risk of bad debts—I should have to raise my prices to cover that risk if I offered credit to everybody. With Public Officials, who are people in assured positions, it's a different matter, and I gladly offer you special terms. But I do not want my ordinary public antagonised by getting to hear about them. You do understand, don't you?

Suits from 4½ gns

I offer credit to Public Officials ONLY, with a nominal 2½% extra for clerical expenses, provided they mention this paper when ordering. All prices marked in plain figures

GEORGE DOLAND

7 Whitehall SW1 & 143-5 Victoria Street SW1

Branches at Balham, Bromley, Cheapside, Clapham, Cricklewood, Ealing, Holborn, Horsham, Putney, Streatham, Sutton, Watford, West Ealing, Wimbledon

DOLAND & LARCOMBE 15-17 Ludgate Hill

N.A.L.G.O. to Sponsor Local Government Film

(Continued from page 360)

LAW AND PARLIAMENTARY

MR. P. H. HARROLD (Metropolitan), chairman of the committee, reported that:

Fire Brigades Bill

Amendments submitted by the Association, relating to the preservation of superannuation rights of officers, had been incorporated in the Fire Brigades Bill, which became law on July 29.

Dwelling-houses for Administrative Staffs

The committee had considered the question as to whether there existed in Scotland statutory power enabling local authorities to provide dwelling-houses for their administrative staffs, and, if not, whether representations ought to be made to the Scottish Office for it to consider whether legislation was necessary. The matter was to be referred to the Scottish district committee for its consideration with a suggestion that it should invite the support of the Scottish County Councils Association if it considered that representations to the Scottish Office were necessary.

Superannuation of Officers in Forces

Representations were to be made to the Minister of Health asking that legislation be introduced on the lines of section 3 of the Local Government (Emergency Provisions) Act, 1916, which related to the reckoning for superannuation purposes of service in His Majesty's Forces during the late War and to the payment of superannuation contributions during such service.

Limitation Bill

This Bill was introduced in the House of Lords on May 23, 1938, "to consolidate with amendments certain enactments relating to the limitation of actions and arbitrations." Clause 21 (Limitation of actions against public authorities) amends the Public Authorities Protection Act, 1893, the main variation being the substitution of one year for six months in the case of an action, but not in the case of a criminal prosecution, against (inter alia) a body corporate. As it appeared that the Bill might prove highly controversial, it was not further proceeded with last Session in view of the short time at the disposal of the Government.

Compensation Appeals

In addition to the successful appeals arising out of the Rating and Valuation Act, 1925, reported on this page, the Minister of Health had given the following decision on the Berks Registration Scheme, 1936:

Compensation granted, £8 19s. 1d. per annum; awarded on appeal, £13 per annum; increase, £4 0s. 11d. per annum.

The following cases had been dealt with by the legal department since the last meeting:

Compensation for loss of office, 10;
Conditions of service of transferred officers, 5;
Superannuation appeals, 42;
Miscellaneous superannuation queries, 258;
General legal questions (other than particular cases referred to in the agenda), 73.

SUCCESSFUL APPEALS FOR COMPENSATION

The Chairman of the Law and Parliamentary Committee reported on the success achieved in four recent compensation appeals.

Four assistant overseers were transferred to a rural district council by the operation of the Rating and Valuation Act, 1925, and remained in office until 1936, when the council terminated their appointments as a result of the adoption of a centralised system of rate collections. The officers contended that the centralised system had come into operation because of changes effected by a Review Order which came in force in 1934, and they claimed compensation under that Order.

Those claims were unsuccessful, as also were the subsequent appeals to the Minister of Health. On behalf of the officers, the Association then submitted claims for compensation under the Rating and Valuation Act, 1925, on the ground that the direct pecuniary loss sustained by the termination of their appointments arose by virtue of the operation of that Act or of something done in pursuance or in consequence thereof in that the alteration of method of rate collections arose by reason of the extra duties and liabilities imposed upon the rural district council by that Act.

Claims for compensation were submitted accordingly, but were rejected by the council. Appeals were made to the Minister of Health, and the Minister granted the officers annual compensation allowances of £61 10s., £47 10s., £30 and £23 respectively.

FINANCE AND GENERAL PURPOSES

MR. T. FREEMAN (North Western and North Wales), the chairman, reported that, among other matters, the committee had decided to prepare for the assistance of branches, regulations on procedure for carrying on the Association's activities in a national emergency, and to hold the National Executive Council dinner in London on March 14.

PUBLICATIONS AND PUBLIC RELATIONS

MR. L. WORDEN (Metropolitan), the chairman, reported the following decisions of the committee:

Local Government Film

The Association should sponsor one of a series of instructional films dealing with local government, to be produced by Gaumont-British Instructional Ltd. The film, which would introduce the series, would deal broadly with the effect of local government services on the man in the street, illustrating their range, their widespread influence on his daily life, and the good value given in return for rates.

Films Supplied to Branches

The arrangement with Film Centre to supply films to branches is to be continued for another year.

"L.G.S." Advertising Revenue

Negotiations had resulted in an increase of at least £650 a year in the advertisement revenue of LOCAL GOVERNMENT SERVICE.

SPECIAL ACTIVITIES

MR. SINGLETON (North Western and North Wales), the chairman, reported on a number of matters in connection with the Holiday Centres, and indicated what steps were being taken to augment the supply of water at Croyde Bay for next season. He announced that the Cefn-y-Mynach Private Hotel would close at the end of October for the winter season, re-opening for Christmas, and then closing until Easter.

Nalgo Flying Club

It was decided with regret not to accede to a request from the Metropolitan District Committee for a grant to meet the cost of a Club Pavilion in connection with the proposed formation of a Nalgo Flying Club.

BUILDING SOCIETY

THE committee of management reported enrolments since the inception of the Society totalling 22,455 for paid-up and partly paid shares, 1,968 depositors (members) and 1,838 depositors (non-members).

No Reduction of Survey or Legal Fees

The chairman, MR. J. T. BAKER (Metropolitan), reported that the Reference from the annual general meeting to consider a reduction in the survey and legal fees had been carefully considered, and as any diminution in the Society's income would result in the transfer to Reserve being decreased—a course which, in the opinion of the committee, was not in the best interests of the Society—it had been decided that no action could be taken for the time being.

The committee had also considered the Reference regarding an increase in the fees paid for the work done by local correspondents and had decided that as the present fees were not intended to be adequate for their services, bearing in mind the voluntary work done by other officers of the branch, and that the existing scale of fees was paid regardless of whether mortgage business was actually transacted through the correspondents or whether or not investment accounts were active, it was decided not to increase the scale at present.

NALGO PROVIDENT SOCIETY

MR. T. NOLAN (Yorkshire), chairman of the Committee of Management, reported that at September 30 there were 18,522 members of the sickness scheme, 1,375 members of the death benefit scheme, and 6,194 persons insured under the hospital and nursing home scheme.

(Continued on page 364)

HOW TO HELP

THE N.A.L.G.O. BENEVOLENT & ORPHAN FUND

HOLD A "JUG" DANCE

The "odd man out" who is left with the Jug when the music stops, has to put a coin in it for the Benevolent and Orphan Fund

24, Abingdon St.,
Westminster,
London S.W.1.

15th Nov. 1938

Dear Junior Officer

As you doubtless know, it is laid down by the Government that all employed persons must contribute to National Health Insurance so that they may receive sick-pay, and free treatment from a doctor, when ill.

The best way to obtain these benefits, is to join the Nalgo Approved Society, which caters only for local government officers. You are then become eligible for additional benefits, including dental, optical, and convalescent home treatment, hospital expenses, and so on.

Have a word with the local correspondent at your branch, or write direct to me for further particulars.

Yours sincerely,

K. Gill

Secretary, Nalgo Approved Soc.

Only

a Week

Brings you:

Seven shillings a week when you're ill;
Twopence a week back, if you keep well; and
Free residence at Nalgo House, finest convalescent home in the Peak district.

If you think it worth threepence, and care to let us have your name and address, we will gladly send further details.

Nalgo Provident Society

Nalgo Provident Society, 24, Abingdon St., London, S.W.1.

Name .....

Address .....

.....

Nov.

Menu Card to Help B. & O. Funds

(Continued from page 362)

N.A.L.G.O. Membership

During the annual audit of members' pass books for 1937, a review was made of those who were not members of the parent Association owing either to being in arrears with their subscriptions or having declined to join. The 62 members who had not submitted proof of N.A.L.G.O. membership would be given until November 30 to rejoin on the terms laid down by the branch, failing which their membership of the Society would be terminated.

Flying Risks

It was decided that:

No benefit be paid in respect of any member of, or person insured under, the Hospital and Nursing Home Scheme (Table III) by virtue of his membership if he or she suffered or sustained an illness and/or accident whilst taking part in aviation (other than as a fare-paying passenger by a recognised air route).

No payment at the death of a member or member's wife — or husband — insured under the Death Benefit Scheme (Table II), be made in the event of death occurring whilst taking part in aviation (other than as a fare-paying passenger by a recognised air route), and that the contributions paid be refunded if no objection is raised by the Registrar of Friendly Societies, and

Section 14 of Rule 3, which reads: "In no case shall contributions made under either Table II or Table III be returnable," be amended accordingly.

It is not expected that the Registrar of Friendly Societies will raise any objection to the refund of the contributions in respect of the Death Benefit Scheme (Table II).

BENEVOLENT AND ORPHAN FUND

MR. E. A. S. YOUNG (Metropolitan), chairman, expressed the committee's appreciation of Glasgow branch's suggestion that its fund should be linked with the national fund. The legal position was to be explored and a further report submitted.

Menu Card

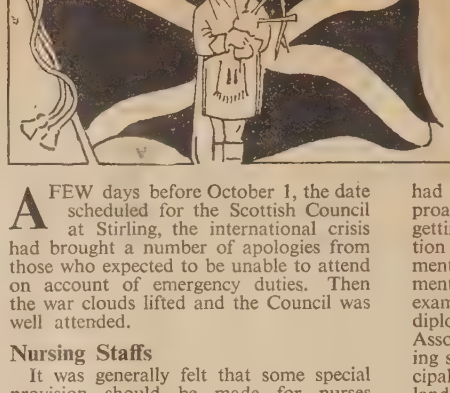
An attractive menu card, designed for sale to the branches—profits to go to the fund—was being circulated.

Financial Position

Owing to the committee's decisions on cases for October 29 to December 7, 1939, the fund will be spending at the rate of £23,066 1s. 6d. a year—approximately £4,000 more than its income. Branches are to be asked to remit to the fund quarterly, thus spreading income over the year and avoiding large overdrafts at the Bank.

LOGOMIA

THE report, submitted by MR. C. A. W. ROBERTS on behalf of the Board of Management of Logomia, showed that 952 Life proposals had been received to September 30, 1938—an increase of 64 over the corresponding period in 1937. The number of Fire proposals received to September 30, 1938, was 2,045, an increase of 109 over the corresponding period in 1937.



THE SCOTTISH COUNCIL

A FEW days before October 1, the date scheduled for the Scottish Council at Stirling, the international crisis had brought a number of apologies from those who expected to be unable to attend on account of emergency duties. Then the war clouds lifted and the Council was well attended.

Nursing Staffs

It was generally felt that some special provision should be made for nurses leaving the Service for further training and in many cases returning to local government hospitals, but it was agreed to await the decision of the National Executive Council to which a communication on the subject had been sent.

Law Cases

In the Clackmannan case Mr. Tom Cassells, M.P., had been in attendance with a Watching Brief, and members in Clackmannan were perfectly satisfied. No evidence had been produced which threw the slightest aspersion on the character or honesty of any member. A Fife official had complained that certain statements detrimental to his character had been made by a councillor, who had made ample apology and had unconditionally withdrawn his remarks.

In an important superannuation case, no decision had been given.

N.E.C. Delegation

Mr. Archibald reported on the recent visit to Scotland of a deputation from the N.E.C., reference to which was made last month. The Secretary was instructed to thank the N.E.C., especially the members of the deputation, for the considerable help they had given in stimulating interest in the work of the Association in Scotland.

Salaries and Service Conditions

The recommendations of the executive for the revision of the constitution of the district committee and the setting up of a special sub-committee charged to deal with salaries and service conditions, was discussed, and it was agreed that the whole question be considered afresh by the executive. The chairman explained that what concerned his committee was not so much the appointment of such a sub-committee, but rather the powers and duties which might be given it. Branches had local autonomy, and we ought not to infringe on their rights. Again, our representatives on the Whitley Council should be left free to negotiate.

Examination for Assessor's Assistants

Mr. Pettigrew reported on the arrangements made with the Assessors' Association for the setting up of an examination for assessor's assistants.

The suggestion had come from the local authorities, and the Assessors' Association had taken up the matter and had approached N.A.L.G.O. with a view to getting the N.A.L.G.O. diploma examination adjusted to meet the special requirements for assistants in assessors' departments in Scotland. Those who passed the examination would receive the N.A.L.G.O. diploma, endorsed by the Assessors' Association. For this certificate, the following subjects would be compulsory: municipal organisation, obligations and contract, landlord and tenant, rating and valuation, and franchise and election law.

A letter from St. Andrews University Authorities had asked whether we desired accommodation at St. Salvator's Hall for next year's Summer School. It was agreed that the hall be booked for the last week in June on the same terms and conditions as in former years.

Two New Branches

Since the last meeting two new branches had been formed, at Caithness and at Sutherland. Propaganda meetings had been held at Paisley, with the staffs of Renfrew C.C., at Dumbarton for Alexandria and Renton officials, and at Oban with the Argyll officers. Every meeting had resulted in additions to the membership. Moray and Nairn district had also been visited, and it was hoped to arrange a meeting there shortly.

Whitley Council

Mr. Archibald, in reporting the work of the Whitley council, said that in all the circumstances the basic scale of salary adopted by the council must be regarded as satisfactory. He was sure it would benefit the junior staffs of at least 90 per cent of the local authorities. It would be interesting to discover the attitude of Local Authorities throughout the country towards the proposals made, and he was pleased to know that, so far, the responses by local authorities had not been unfavourable.

Benevolent and Orphan Fund

Mr. Peter McLean revealed in his report that Scotland was getting out of the Benevolent and Orphan fund nearly double the amount which it was contributing. He was sure if members realised this they would not allow it to continue. In June, 20 received grants and there were 76 beneficiaries.

Divisional Secretary's Report

Mr. Mortimer reported on several salary negotiations and the success which had attended those in Ayrshire, where a very favourable scale had been adopted, and in Dundee, where the maximum of Grade C had been increased from £180 to £200. He submitted a list of a large number of local authorities, most of them small Burghs, which had at the eleventh hour adopted superannuation schemes under the 1922 Act.

EXAMINATION SUCCESS GUARANTEED

CHAMBERS COLLEGE, founded in 1885, provides the finest, most successful, and most up-to-date Home Preparation Courses for all Municipal and Civil Service Examinations, including :

MUNICIPAL EXAMS.

Sanitary Inspector (Joint Board)
Meat & Food Inspector
Inst. M. & Cy. Engineers
Relieving Officer
Institution Officers
Clerical Assistants
College of Preceptors (*accepted as educational qualification by Joint Board*)
I.M.T.A., A.R.V.O.
L.C.C. Gen. & Major
A.R.S.I., M.R.S.I., M.I.H., etc.

CIVIL SERVICE EXAMS.

Clerical (age 16-17)
Executive (age 18-19)
Tax Inspector (age 21-24)
Patent Office (age 20-25)
Probationary Inspector G.P.O. (age 18-23)
Asst. Superintendent of Traffic (age 18-23)
Typist (age 16½-25)
Customs (age 19-21)
Board of Trade (age 20-25)
Police College (age 20-26)
Etc., etc.

Chartered Institute of Secretaries

THE ACID TEST OF TUTORIAL EFFICIENCY

SUCCESS—OR NO FEE

We definitely guarantee to get you through your chosen exam: If we fail to do so, then your tuition fee will be refunded in full. This remarkable guarantee is our indication of the complete confidence which we have in the suitability and efficiency of our courses and your definite safeguard against unsuitable and inferior tuition.

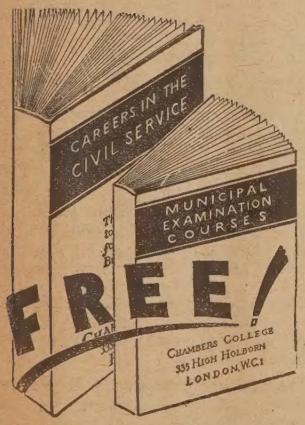
A TYPICAL TESTIMONIAL

Lincs., 20th Sept., 1938.

"I am pleased to inform you that I think your course an excellent one, and am delighted to find that the majority of intending Sanitary Inspectors in this district are submitting themselves to you for their training." (Sgd.) Student, No. 22778

POINTS IN OUR TUTORIAL SYSTEM

- ★ Fees are inclusive of latest editions of all necessary standard text-books. There are no hidden extras whatever.
- ★ All fees may, where desired, be paid by moderate monthly instalments.
- ★ All courses are prepared and students' work corrected by highly qualified experts with a wide experience of Municipal and Civil Service Examination requirements.
- ★ The College is recognised and its courses officially approved by the N.U.C.O., N.A.A.L.G.E., U.A.B.S.A. etc.
- ★ Our Pass Record in all examinations is consistently well over 90 per cent., and includes many top places.



You are invited to fill in and post the attached coupon for a FREE copy of our Civil Service or Municipal Guide containing details of all the foregoing exams ● Letters of appreciation from successful and satisfied students ● A full description of our comprehensive tutorial service ● and particulars of our remarkable guarantee. Either of these Guides will be gladly sent without any obligation whatever on your part.

CHAMBERS COLLEGE
(Dept. 212)
335 High Holborn,
London, W.C.1

COUPON

CHAMBERS COLLEGE (Dept. 212), 335, High Holborn, W.C.1.

Please forward your— MUNICIPAL GUIDE / CIVIL SERVICE GUIDE
Delete Guide not required.

NAME.....

ADDRESS.....

.....

Exam. in which interested.....
(d. stamp only required if unsealed.)

When Can a Candidate Claim Expenses?

THE Association recently obtained Counsel's opinion as to whether a candidate, appearing for interview in connection with an appointment, is entitled to claim his expenses in the following circumstances:

An appointment was advertised at a salary of £400 per annum rising by annual increments of £25 to a maximum of £500 per annum, the commencing salary to be paid within those limits according to qualifications and experience.

Candidates selected for interview were informed that third-class railway fare and reasonable out-of-pocket expenses would be allowed. One of the selected candidates was asked at the interview whether he would accept the appointment if it were offered. He said he would, but he would first like to confer with his wife regarding the housing question. He was then asked to go outside and make up his mind what he would do, and on his return he stated that he did not depart from his original statement. He added that he could not accept the appointment at less than £500 per annum.

The appointing authority did not offer him the appointment in the circumstances, and they refused to re-imburse his travelling and hotel expenses. The candidate took action in the County Court to recover his expenses. A defence was filed, stating that the candidate was not a genuine applicant, and when the action came on for trial judgment was given for the appointing authority, the Judge ruling that it was an implied term of the agreement relating to the payment of travelling expenses that the candidate was able and willing to accept the appointment if offered to him—i.e., at the commencing salary to be fixed by the appointing body according to their estimate of his qualifications and experience. It was held that the candidate was, at the interview, importing into his offer two completely new terms which were not contained in his application, and he was not able and willing to accept on the terms of his own application, and therefore there was a breach of the implied term contained in the agreement to pay travelling expenses.

The candidate applied to the Association for legal assistance, for the purpose of appealing against that judgment, and Counsel's opinion was obtained as to the prospects of success of an appeal. The opinion was as follows:

"By his application the plaintiff, after inserting a heading identifying the appointment, said: 'In answer to the advertisement I offer my services for the above appointment.' This may be paraphrased as 'I am an applicant for the appointment upon the terms stated in the advertisement.' The appointing authority invited him to appear before the finance committee for an interview 'in connection with the above appointment,' and said that his expenses for so doing would be allowed. The person whom the appointing authority invited to attend was the person who had offered his services upon the terms stated in the advertisement. The plaintiff replied that he would be in attendance as requested. If he was prepared to attend not as an applicant for appointment on the terms stated in the advertisement, but upon some other terms (in other words, if he were making a counter offer as to his attendance for interview) in my view it was his duty to say so and to give the appointing authority the opportunity of saying that they did not desire to interview him on amended terms.

"When the plaintiff appeared before the committee he stated two respects in which he differed from an applicant offering his services upon the terms stated in the advertisement. . . .

"Both of these points put forward by the plaintiff constituted substantial differences from the terms stated in the advertisement. The plaintiff, by putting such points forward, showed that he was not an applicant on the terms stated in the advertisement. The appointing authority never requested him to incur the expenses involved in his journey for the interview and never undertook to pay such expenses if he made the journey in any capacity other than that of an applicant offering his services on the terms stated in the advertisement. In the circumstances I am of opinion that the appointing authority were not under any liability to pay him the said expenses or any part thereof. . . .

"I do not think that there is the slightest prospect of success in an appeal against the decision of the County Court Judge in this matter."

A Word to

RELIEVING OFFICERS'
INSTITUTION OFFICERS' &
PUBLIC ASSISTANCE STAFFS

"Your first step to success is to study for one of the examinations conducted by the Poor Law Examination Board, in Spring. Such a qualification will mark you for promotion and equip you for responsibility. The simplest, and most economical way, is to study through the N.C.I., at your leisure, and in your own home. You are strongly urged to write for advice in planning your studies and for details of the new course which covers the Board's revised syllabus."

Nalgo Correspondence Institute, 24, Abingdon St., London, S.W.1

CASH OR TERMS

● YOUR CHANCE TO HAVE THE BEST.

BEAUTIFUL, HAND-MADE

FURNITURE

ACTUALLY SEEN DURING MANUFACTURE

AT 33⅓% OFF LIST PRICES

Write for illustrated catalogue containing specimen designs and prices of the furniture made in these workshops. Submit your own designs. NO MASS PRODUCTION. Direct personal recommendations account for quite nine-tenths of the orders received.

BEDROOM SUITES, DINING ROOM SUITES, THREE-PIECE SUITES to any design

Also Carpets, Rugs, etc., by arrangement supplied on wholesale terms

By arrangement BEDDING Supplied at 33⅓% off usual list prices.

Write for Bedding Catalogue

GREENLEAF'S WORKSHOPS

161, KINGSLAND ROAD, SHOREDITCH, E.2

'Phone : Clerkenwell 2556

(Within penny bus or tram fare from Liverpool Street Station.)

THOUSANDS OF

CIVIL SERVICE VACANCIES

The Civil Service Correspondence School offers specialised tuition for the Civil Service examinations only. The fees are moderate and include loan of all text-books. **There is a reduction of 20 per cent in fees for members of N.A.L.G.O. and for children of N.A.L.G.O. members.** Deferred payments if desired.

Tax Inspectorate, August, 1939, and August 1940. Age limits, 21-24. Both sexes. **Executive Class,** Spring, 1939 and 1940. Age limits, 18-19. Both sexes. **Customs and Excise,** Half-yearly. Age limits, 19-21. Men only. **Clerical Classes,** Half-yearly. Age limits, 16-17. Both sexes. **Typist and Clerk-Typist,** 16½-21, Half-yearly.

Send for Guide to Civil Service Examinations to :

CIVIL SERVICE CORRESPONDENCE SCHOOL

83a, Charlwood Street, Westminster, S.W.1.

Buy your New Winter Furs by

21/- MONTHLY PAYMENTS

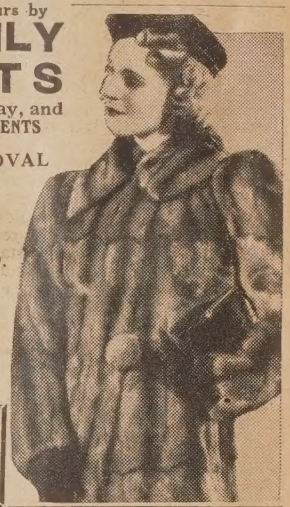
you wear the fur straightaway, and pay by EASY MONTHLY PAYMENTS

No Extra Charges

FURS SENT ON APPROVAL

DYED SQUIRREL SWAGGERS 15gns.

●10% *Discount to all L.G.S.*



SAMUEL SODEN LTD.

142, REGENT STREET, W.1

'Phone REGent 6070

BIRMINGHAM 102 *Corporation St.*
MANCHESTER 60 *Market St.*
LIVERPOOL 77 *Church St.*
CARDIFF 69 *Queen St.*
LEEDS 8 *Bond St.*
NEWCASTLE 79 *Grainger St.*

Post to Samuel Soden 142 Regent Street, London, W.1 *for*

CATALOGUE

Name .....

Address .....

..... L.G.S

A DIPLOMA IN HYGIENE

THE ROAD TO PROMOTION

The possession of the Diploma of the Royal Institute of Public Health and Hygiene is a great help to the ambitious Local Government Officer. It stamps one as an expert in Health Matters, and renders one eligible for Membership of the Institute, carrying the title—

M.R.I.P.H.H.

CLOUGH'S COURSES ARE THE BEST

There are 24 or more comprehensive sets of work. These ordinarily require six months' preparation. Hence early joining is advised. The Lessons are very carefully drafted and a feature is made of solving the individual difficulties of Students. Any person over 18 years of age may enter for the Exam.

N.A.L.G.O. EXAM

Students who desire careers as Local Government Officers should at once enter for the Senior Exam of the College of Preceptors. Students who have gained the Senior Certificate are exempt from the preliminary Exam of the **National Association of Local Government Officers.**

It is also recognised by the

ROYAL SANITARY INSTITUTE AND SANITARY INSPECTORS' EXAMINATION JOINT BOARD

as Preliminary to the Joint Board's Examination, and by the

ROYAL SANITARY ASSOCIATION OF SCOTLAND

as Preliminary to the Association's Professional Examination (Senior or Junior Certificate).

Earnest students are advised to take a Clough's Correspondence Course and make sure of success. Clough's highly trained tutors and specialised methods of tuition have produced many remarkable results. At the last examination there were many Passes with Distinction.

VERY LOW FEES. BOOKS LOANED FREE. NO EXTRAS.

Write or ring up the Principal. He will carefully advise your best procedure by post (no canvassers employed). Fees may be paid by instalments, if desired. Mention L.G.S.

Reduced terms to members of the N.A.L.G.O.

CLOUGH'S CORRESPONDENCE COLLEGE

Only Address; TEMPLE CHAMBERS, LONDON, E.C.4

Tel.: Central 4461. Est. 50 years. No Travellers.

SEVEN DAYS' FREE TRIAL OF THE "SPENBY" ROWING MACHINE

There's nothing to touch rowing to keep you fit. In your bedroom every morning you can reproduce the correct rowing action on the "SPENBY" Machine. It exercises and improves all your muscles—reduces excess fat—improves digestion—makes you alert and really fit. All the family can use and enjoy it.

● FOUR GUINEA MACHINE FOR 47/6

The new improved model is made from finest steel tubing. Beautiful cellulose finish in Black. Comfortable sliding seat 5 ft. by 4½ ins. by 15 ins., weighs 18 lbs. approximately. 6 detachable springs (chromium-plated), which can be used as Chest Developer. Athletic model, 6 springs, 50/-. Perfect balance ; smooth, silent movement assured.

If not satisfied after seven days, return machine and your money will be refunded in full. **Write for Free Catalogue** of "SPENBY" Rowing Machines, Chest Developers (from 2/-). Patent new style Punch Balls and Patent Wrist and Arm Developer. "SPENBY" Rowing Machines and exercisers are obtainable from all good Sports Dealers or Direct from

SPENCER & BEATTIE, Ltd., Oswaldtwistle, Lancs.

HOME GARDENING

By WALTER P. WRIGHT

HERE is a hint that may be useful to those planting formally-trained fruit trees or doing other jobs which call for wires drawn taut—a thing not so easy to do as it may seem.

A garden wheelbarrow is not generally resorted to as a wire-strainer, but I have seen one put to such a use. You turn up the barrow and sit on it. Then the wheel being free, you attach the loose end of the wire to the axle and turn the wheel till the wire is strained to the desired tension. Next you thrust a piece of wood between two spokes to fix the wheel while your assistant makes the wire secure to its post. And there it is.

Are some of you planting Asparagus this autumn or next spring? Then please note that recent trials in different districts show that male plants are much more productive of food-buds than female plants. I have recently been re-reading the November-January 1937-38 pamphlet on this interesting subject, reprinted from the Worcestershire County Council Agricultural Quarterly Chronicle, and I observe that out of five points of quality four are in favour of the male plants. The fifth deals with size of food-buds, female plants producing slightly larger buds than male plants do.

Propagation by Soft Cuttings

My remarks on propagating plants by soft and by half-ripe cuttings seem to have interested a number of readers. Here is a summary:

I make two groups of plants showing (1) soft and (2) half-ripe cuttings.

1. *Soft Cuttings*: We may include all the bedding plants named previously (note that some of these are commonly raised from seeds), Fuchsias, Forsythias, Alpine Phloxes, and Hydrangeas, practically all rock plants. Please note, however, that Alyssums, Aubrietias, and Campanulas of the Canterbury Bells group are also raised from seed on a large scale.
2. *Half-ripe Cuttings*: In this group may be included most of the shrubs named previously, together with Azaleas, Choisya ternata, Deutzias, Rhododendrons, Veronicas other than the rock species, Viburnums, Ampelopsis Veitchii and Weigelas (Diervillas).

Clematises are also generally increased by half-ripe cuttings, which are, however, taken off between the joints.

It may be added in connection with shrubs that many kinds are increased by layering in autumn. The Rambler Roses and the Winter Jasmine (Jasminum nudiflorum) are two notable cases in point.

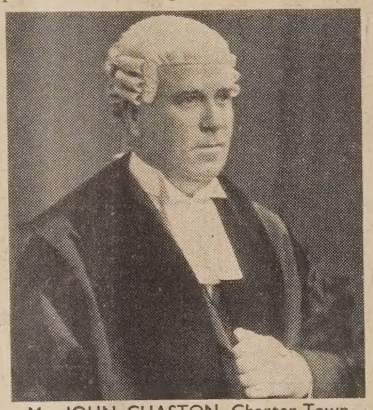
This is a period of the year when plants are being unstaked rather than staked, but it is not entirely unseasonable to say a few words on the subject of tying.

Experience must have taught many amateurs that tying plant-stems and stakes together is not good practice. It is far better to attach the cord securely to the stakes and to complete the job with a second tie which embraces the stem.

I want to put in a plea for planting Roses in mixed borders, as against exclusive bed-cultivation.

Is it unreasonable to suppose that the spread of black-spot trouble in roses is likely to be enhanced when all are massed in one bed?

Take for example Shot Silk—a high-class Hybrid Tea variety, more resistant to the fungus than most others. My stock is in three lots: the first taking up an entire bed; the second mixed with herbaceous plants; and the third mixed with other varieties of Rose. The first two lots are entirely free from the disease, while the third has a considerable proportion of affected plants.



Mr. JOHN CHASTON, Charter Town Clerk of Kettering, in the robe and wig presented to him by the East Midland district committee.

Probably many of my readers have no room for a whole bed of any specially favoured variety, but I always say: "If you must mix a particular favourite put it among general plants and not in a crowd of other Roses."

I do not find this method inconvenient.

Although last autumn's treatment for black spot—hard pruning and, in November, a dressing over the soil of sulphate of iron at the rate of 2 lb. per square rod—did not prove a complete remedy, it had moderately good results and I am repeating the dual plan this year, but increasing the quantity of sulphate of iron to 4 lb. per square rod. Sulphate of iron is quite inexpensive.

A.R.P.

CURTAINS — BLINDS

Canvas and soft Furnishings

HOLLANDS or roller Blinds

Government approved, guaranteed Opaque

BLACK 50" wide from 10d. yd. up.

Full particulars and Samples Free, write:—

A. WEBB & Co., (M/C) Ltd.,

(Textile Manufacturers)

86, George St., MANCHESTER. (Cent. 4255)

BRIDGE

By Neville Hobson

CONTRACT COURSE—1.

A GOOD working rule in Contract Bridge is—never bid initially unless you hold 2½ Honour Tricks—or 3 Honour Tricks in the case of a No Trump Declaration.

The beginner must now learn, what is termed, the "Honour Trick Table," and this should be memorised for each grade.

Half Trick: The following are counted as half an Honour trick; K, x; Q, J, x.

One Trick: The following count as One Honour Trick: A; K, Q; K, J, 10.

Plus Values: At this point reference should be made to what are termed "Plus Values."

Q, x and J, x in different suits, whilst not being strictly a half-trick, amount sometimes to the same thing. In the same way, K. x and Q, x in different suits can sometimes be valued as equivalent to one Honour trick, but their effectiveness depends largely upon the strength of the partner's hand.

1½ *Tricks*: The holding of the following are valued at 1½ Honour tricks: A, Q; A, J, 10; K, Q, 10.

2 *Tricks*: A, K.

It is not advisable to value any combination of Honours at more than 2 Honour tricks. The holding, therefore, of A, K, Q should not be estimated at anything but 2 Honour tricks plus, as it is safer to regard the maximum valuation of any hand as 8 Honour tricks.

Defensive Values

One of the main reasons for the rule requiring the holding of 2½ Honour tricks for an initial bid in a suit is the importance of indicating to one's partner the defensive value of a hand. Moreover, nothing is more destructive of good partnership than for one to be uncertain of the significance of an initial bid by one's partner. If, for example, Jones is going to open on One Spade on each of the two following hands, no confidence can be felt in the subsequent bidding:

(a)	(b)
S. A, Q, x, x, x, x.	*S.* A, K, x, x, x.
H. J, 10, x.	*H.* K, x, x, x.
D. x, x.	*D.* x, x.
C. x, x.	*C.* x, x.

In the first case, the Honour valuation is only 1½, whereas in the second hand it represents 2½ Honour tricks. The two Honour tricks in Spades will usually make in defence against any bid of the opponents, and the King of Hearts stands an even chance of winning a trick.

Position of Partners

Another reason for this minimum requirement of 2½ Honour tricks arises from the fact that the ultimate Declaration may be made by the partner of the initial bidder, whose position is made very difficult unless he can be reasonably sure of getting into Dummy two or three times and taking finesses in his own hand.